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ABSTRACT

This volume provides comparative data for faculty salaries in public and private colleges, based on an annual survey of over 600 colleges and universities. Data cover the following disciplines: Accounting, Agribusiness and Agriproduction, Anthropology, Area and Ethnic Studies, Business Administration and Management, Business and Management, Business Economics, Chemistry, Communication Technologies, Communications, Computer and Information Sciences, Dramatic Arts, Drawing, Education, and Engineering. Presented for each discipline is a summary of the overall average salary increase between the baseline year of 1988-89 and the trend year, 1991-92, for both state and private institutions. Data from institutions participating in both years are compared with each other and with the consumer price index. Also included are average salaries by rank and the faculty mix percentage as well as comparisons with other disciplines and between the public and private institutions. The participating institutions are listed. (JB)

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SALARY-TREND STUDIES OF FACULTY
FOR THE YEARS 1988-89 AND 1991-92
IN THE FOLLOWING
ACADEMIC DISCIPLINES/MAJOR FIELDS:

Accounting; Agribusiness and Agriproduction; Anthropology; Area and Ethnic Studies; Business Administration and Management; Business and Management; Business Economics; Chemistry; Communication Technologies; Communications; Computer and Information Sciences; Dramatic Arts; Drawing; Education; and, Engineering

by

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Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, have conducted annual national faculty salary surveys by discipline and rank each year through 1991-92. Each year two separate surveys are conducted, one for public senior colleges and universities and the other for private senior colleges and universities.

Salary data from the 1988-89 and 1991-92 surveys were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines/major fields, 15 of which are included herein in alphabetical order. The academic disciplines/major fields were chosen from among those defined by A Classification of Instructional Programs, 1990.

Each of the 15 academic disciplines/major fields herein presents a summary of the overall average salary increase in that academic discipline/major field from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private participating institutions. Of the 281 institutions which participated in CUPA's public survey of 1988-89, 207 also participated in the 1991-92 survey. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA's private survey of 1988-89, 298 also participated in the 1991-92 survey. Data from those same 298 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 15 individual academic disciplines/major fields for both the public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made in each of the 15 individual academic disciplines/major fields between the two public surveys and the two private surveys for each of the two study years (1988-89 and 1991-92) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The list of all 43 selected academic disciplines/major fields surveyed is found in Appendix A of each academic discipline/major field article included herein, and the lists of all participating senior colleges and universities are found in Appendixes B (public) and C (private) of each academic discipline/major field article included herein.

SALARY-TREND STUDY OF FACULTY IN

ACCOUNTING

FOR THE YEARS

1988-89 AND 1991-92

By
Richard D. Howe
and
Rebecca Kaenzig

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including accounting. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of accounting in the CIP is as follows:

An instructional program that prepares individuals to practice the profession of accounting and to perform related business functions. Includes instruction in accounting principles and theory, financial accounting, managerial accounting, cost accounting, budget control, tax accounting, legal aspects of accounting, auditing, reporting procedures, statement analysis, planning and consulting, business information systems, accounting research methods, professional standards and ethics, and applications to specific for profit, public, and non-profit organizations.

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 189--52.0301).]

This article presents a summary of the overall average salary increases in the discipline/major field of accounting from the "baseline year" of 1988-89 to

and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of accounting faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professors of accounting in the 1988-89 public study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of 1.21 for associate professors in the discipline/major field of accounting in the 1988-89 public study means that their average salary is 21 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of accounting with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: BUSINESS AND MANAGEMENT MAJOR FIELD: ACCOUNTING					
PUBLIC, 1988-89:					
AVERAGE					
SALARY: 52543 372 112	43674 413 126	38017 467 137	40520 86 60	26513 180 84	41975 1432 153
FAC MIX					
PCT: 0.26	0.29	0.33	0.06	0.13	1.00
SALARY					
FACTOR: 1.18	1.21	1.26	1.38	1.13	1.16
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00
DISCIPLINE: BUSINESS AND MANAGEMENT MAJOR FIELD: ACCOUNTING					
PUBLIC, 1991-92:					
AVERAGE					
SALARY: 60876 397 122	51515 455 140	45320 543 146	49924 73 53	29820 133 67	49857 1528 163
FAC MIX					
PCT: 0.26	0.30	0.36	0.05	0.09	1.00
SALARY					
FACTOR: 1.19	1.25	1.32	1.47	1.14	1.21
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00
DISCIPLINE: BUSINESS AND MANAGEMENT MAJOR FIELD: ACCOUNTING					
PRIVATE, 1988-89:					
AVERAGE					
SALARY: 50878 143 71	41293 245 108	33961 303 141	35079 45 44	23977 66 43	38659 757 182
FAC MIX					
PCT: 0.19	0.32	0.40	0.06	0.09	1.00
SALARY					
FACTOR: 1.13	1.19	1.18	1.26	1.06	1.09
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00
DISCIPLINE: BUSINESS AND MANAGEMENT MAJOR FIELD: ACCOUNTING					
PRIVATE, 1991-92:					
AVERAGE					
SALARY: 60662 168 84	49176 266 113	40959 321 149	44569 29 27	31476 58 38	47042 813 186
FAC MIX					
PCT: 0.21	0.33	0.39	0.04	0.07	1.00
SALARY					
FACTOR: 1.13	1.20	1.20	1.37	1.16	1.11
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of accounting was reported in 153 of the 207 public institutions. The average salary of the 1,432 faculty was \$41,975. This average salary was approximately 16.2 percent higher than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of accounting was reported in 163 of the same 207 public institutions. The average salary of the 1,528 faculty was \$49,857. This average salary was approximately 20.7 percent higher than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in accounting after three years in the public institutions studied was 18.8 percent (\$49,857 minus \$41,975 equals \$7,882). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.6 percent or .5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of accounting (18.8%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 4.5 percentage points in their salaries (18.8% minus 14.3% equals 4.5%) less than faculty in the discipline/major field of accounting.

The reader may note that the faculty mix percentage in accounting is lower at the professor rank than at the assistant professor rank in the 1988-89 study: 26 percent vs. 33 percent, and in the 1991-92 study it is 26 percent vs. 36 percent, respectively. The differences in the ranks of professor and

assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in accounting in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 6 percent (86/1,432) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was higher, 4.8 percent (73/1,528) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of accounting was reported in 182 of the 298 private institutions. The average salary of the 757 faculty was \$38,659. This average salary was 9.1 percent higher than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of accounting was reported in 186 of the same 298 private institutions. The average salary of the 813 faculty was \$47,042. This average salary was 11.4 percent higher than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in accounting studies after three years in the private institutions studied was 21.7 percent (\$47,042 minus \$38,659 equals \$8,383). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 4.5 percent or 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (\$42,240

minus \$35,437 equals \$6,803). In comparison to the discipline/major field of accounting (21.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.5 percent (21.7% minus 19.2% equals 2.5%) less than faculty in accounting.

The reader may note that the faculty mix percentage in accounting is lower at the professor rank in the 1988-89 study compared to the assistant professor rank: 19 percent vs. 40 percent, respectively, and in the 1991-92 study it is also lower at 21 percent vs. 39 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in accounting was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 5.9 percent (45/757) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 3.6 percent (29/813) vs. 4.3 percent (1379/31783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of accounting and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,530 (2.7%) faculty in the discipline/major field of accounting participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 293 private institutions in the United States

participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of accounting in 1988-89 in the public and private studies were some 16 and 9 percent above those in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of accounting in the 1991-92 public and private studies were some 21 and 11 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in accounting in the public institutions received overall, relative salary increases at the end of three years of 1.6 percent above the cost-of-living. In the private institutions the relative salary increase was 4.5 percent above the cost-of-living.

Third, in the discipline/major field of accounting the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1988-89 and 1991-92 public studies, and the same is true both in the 1988-89 and 1991-92 private studies. These data show that the discipline/major field of accounting in both the public and private studies is still emerging discipline in academia.

Finally, the hiring rate of new assistant professors in accounting both in the 1988-89 and 1991-92 public studies was higher than in ALL MAJOR FIELDS. In the 1988-89 private study the hiring rate was higher but in the 1991-92 private study it was lower. It appears that accounting as a discipline/major field continues to grow rather steadily in the public studies but is slowing down in the private institutions.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in accounting, and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Rebecca Kaenzig is assistant professor of accounting at Appalachian State University.

APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MO)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Sangamon State University (IL)
 Savannah State College (GA)
 Shippensburg University (PA)
 Slippery Rock University (PA)
 Sonoma State University (CA)
 South Dakota School of Mines & Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern College of Technology (GA)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Oregon State College (OR)
 Southwest Missouri State University (MO)
 Southwest Texas State University (TX)
 State Univ. of New York - College at Buffalo (NY)
 State Univ. of New York - College at Cortland (NY)
 State Univ. of New York - College at Geneseo (NY)
 State University of New York at Fredonia (NY)
 Stockton State College (NJ)
 SUNY Institute of Technology at Utica/Rome (NY)
 Tennessee Technological University (TN)
 Texas A&I University (TX)
 Texas A&M University at Galveston (TX)
 The Citadel, The Military College of South Carolina (SC)
 Towson State University (MD)
 Trenton State College (NJ)
 Troy State University (AL)
 University of Akron (OH)
 University of Alaska Southeast (AK)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Colorado Springs (CO)
 University of Colorado at Denver (CO)
 University of Houston-Clear Lake (TX)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Maryland Baltimore County (MD)
 University of Massachusetts at Lowell (MA)
 University of Minnesota, Duluth (MN)
 University of Missouri-St. Louis (MO)

University of Montevallo (AL)
 University of Nebraska at Omaha (NE)
 University of Nevada, Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Northern Iowa (IA)
 University of Pittsburgh at Bradford (PA)
 University of Pittsburgh at Johnston (PA)
 University of South Alabama (AL)
 University of South Carolina at Aiken (SC)
 University of South Carolina-Coastal
 Carolina College (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands (VI)
 University of West Virginia-College of
 Graduate Study (WV)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-LaCrosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Parkside (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State College (GA)
 Valley City State University (ND)
 Washburn University (KS)
 Wayne State College (NE)
 Weber State University (UT)
 West Georgia College (GA)
 West Virginia Institute of Technology (WV)
 West Virginia State College (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)
 Western Montana College (MT)
 Western Oregon State College (OR)
 Western Washington University (WA)
 Wichita State University (KS)
 William Paterson College of New Jersey (NJ)
 Winona State University (MN)
 Winthrop College (SC)
 Wright State University (OH)
 Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX C

CJPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles
LeTourneau University (TX)	and Science (PA)
Limestone College (SC)	Pikeville College (KY)
Lindsey Wilson College (KY)	Point Park College (PA)
Linfield College (OR)	Presbyterian College (SC)
Long Island University (NY)	Providence College (RI)
Loras College (IA)	Quincy College (IL)
Louisiana College (LA)	Reed College (OR)
Loyola College (MD)	Regis College (MA)
Loyola Marymount University (CA)	Rhodes College (TN)
Lubbock Christian University (TX)	Rivier College (NH)
Luther College (IA)	Roanoke College (VA)
Lycoming College (PA)	Rochester Institute of Technology (NY)
Lynchburg College (VA)	Rockford College (IL)
Madonna University (MI)	Rockhurst College (MO)
Malone College (OH)	Rocky Mountain College (MT)
Marian College (IN)	

Participating Institutions, continued: -

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN
AGRIBUSINESS AND AGRIPRODUCTION
FOR THE YEARS
1988-89 AND 1991-92

By
Richard D. Howe
and
Robert Baldwin

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including agribusiness and agriproduction. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of agribusiness and agriproduction in the CIP is as follows:

A summary of groups of instructional programs that prepare individuals to apply scientific knowledge and methods, and techniques to agriculture business and production.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 49--01).]

This article presents a summary of the overall average salary increases in the discipline/major field of agribusiness and agriproduction from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for

both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of agribusiness and agriproduction faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professors of agribusiness and agriproduction in the 1988-89 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .91 for associate professors in the discipline/major field of agribusiness and agriproduction in the 1988-89 public study means that their average salary is 9 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of agribusiness and agriproduction with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample

sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF	ASSO	ASST	NEW												
SALARY NUM N/IN	PROF	PROF	PROF	ASST	ASST	INSTRUCTOR	ALL RANKS								
	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN								
DISCIPLINE: AGRIBUSINESS & AGRI PRODUCTION															
MAJOR FIELD: AGRIBUSINESS & AGRICULTURE PRODUCTI															
PUBLIC, 1988-89:															
AVERAGE															
SALARY: 39539 95 27	32974 70 29	28476 51 25	28795 4 4	20689 10 7	34175 226 37										
FAC MIX															
PCT: 0.42	0.31	0.23	0.02	0.04	1.00										
SALARY															
FACTOR: 0.89	0.91	0.95	0.98	0.88	0.95										

ALL MAJOR FIELDS

AVERAGE									
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207				
FAC MIX									
PCT: 0.34	0.29	0.29	0.05	0.08	1.00				

DISCIPLINE: AGRIBUSINESS & AGRI PRODUCTION															
MAJOR FIELD: AGRIBUSINESS & AGRICULTURE PRODUCTI															
PUBLIC, 1991-92:															
AVERAGE															
SALARY: 45628 107 28	37909 73 30	32575 72 30	31980 9 7	25254 7 7	39273 259 40										
FAC MIX															
PCT: 0.41	0.28	0.28	0.03	0.03	1.00										
SALARY															
FACTOR: 0.89	0.92	0.95	0.94	0.96	0.95										

ALL MAJOR FIELDS

AVERAGE									
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207				
FAC MIX									
PCT: 0.34	0.28	0.30	0.04	0.08	1.00				

DISCIPLINE: AGRIBUSINESS & AGRI PRODUCTION															
MAJOR FIELD: AGRIBUSINESS & AGRICULTURE PRODUCTI															
PRIVATE, 1988-89:															
AVERAGE															
SALARY: 36518 3 2	26033 7 5	30000 3 2	28400 2 1		29368 13 7										
FAC MIX															
PCT: 0.23	0.54	0.23	0.15		1.00										
SALARY															
FACTOR: 0.81	0.75	1.04	1.02		0.83										

ALL MAJOR FIELDS

AVERAGE									
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298				
FAC MIX									
PCT: 0.32	0.31	0.30	0.05	0.06	1.00				

DISCIPLINE: AGRIBUSINESS & AGRI PRODUCTION															
MAJOR FIELD: AGRIBUSINESS & AGRICULTURE PRODUCTI															
PRIVATE, 1991-92:															
AVERAGE															
SALARY: 56263 3 3	35087 5 4	33964 10 5		20415 2 2	36234 20 6										
FAC MIX															
PCT: 0.15	0.25	0.50		0.10	1.00										
SALARY															
FACTOR: 1.05	0.86	1.00		0.75	0.86										

ALL MAJOR FIELDS

AVERAGE									
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298				
FAC MIX									
PCT: 0.33	0.30	0.32	0.04	0.05	1.00				

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of agribusiness and agriproduction was reported in 37 of the 207 public institutions. The average salary of the 226 faculty was \$34,175. This average salary was approximately 5.7 percent lower than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of agribusiness and agriproduction was reported in 40 of the same 207 public institutions. The average salary of the 259 faculty was \$39,273. This average salary was approximately 5.1 percent lower than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in agribusiness and agriproduction after three years in the public institutions studied was 14.9 percent (\$39,273 minus \$34,175 equals \$5,098). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in agribusiness and agriproduction average faculty salaries over the three-year period by 2.3 percent or an average of .8 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163), in comparison to the discipline/major field of agribusiness and agriproduction (14.9%). Therefore, the faculty in ALL MAJOR FIELDS received a relative decrease of .6 percentage point in their salaries (14.9% minus 14.3% equals .6%) than faculty in the discipline/major field of agribusiness and agriproduction.

The reader may note that the faculty mix percentage in agribusiness and agriproduction is higher at the professor rank than at the assistant professor in the 1988-89 study: 42 percent vs. 23 percent, and in the 1991-92 study it is 41 percent vs. 28 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in agribusiness and agriproduction in the public studies was lower than ALL MAJOR FIELDS both in 1988-89, 1.8 percent (4/226) vs. 4.8 percent (2497/51650), respectively; and in 1991-92, 3.5 percent (9/259) vs. 4.4 percent (2410/54920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of agribusiness and agriproduction was reported in 7 of the 298 private institutions. The average salary of the 13 faculty was \$29,368. This average salary was 20.1 percent lower than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of agribusiness and agriproduction was reported in 6 of the same 298 private institutions. The average salary of the 20 faculty was \$36,234. This average salary was 16.6 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in agribusiness and agriproduction after three years in the private institutions studied was 23.4 percent (\$36,234 minus \$29,368 equals \$6,866). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more

realistic "increase", therefore, in the average faculty salaries over the three-year time period, is 6.2 percent or 2.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of agribusiness and agri production (23.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 4.2 percent (23.4% minus 19.2% equals 4.2%) less than faculty in agribusiness and agriproduction.

Finally, the reader may note that the hiring rate of new assistant professors in agribusiness and agriproduction was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 15.4 percent (2/13) vs. 4.6 percent (1374/29774), respectively, and lower in the 1991-92 private study: 0 percent (0/20) vs. 4.3 percent (1379/31783), respectively. In other words the hiring rate of new assistant professor in agribusiness and agriproduction is smaller than that for ALL MAJOR FIELDS in the 1991-92 private study.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of agribusiness and agriproduction and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 518 (.3%) faculty in the discipline/major field of agribusiness and agriproduction participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total

of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United State participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factor for all ranks in the discipline/major field of agribusiness and agriproduction in 1988-89 in the public and private studies was some 5 and 17 percent below the average faculty salary factor for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factor for all ranks in the discipline/major field of agribusiness and agriproduction in 1991-92, in both the public and private studies was 5 and 14 percent below average for ALL MAJOR FIELDS, respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in agribusiness and agriproduction in the public institutions received overall, "real" salary increases at the end of three years of 2.3 percent below the cost-of-living. In the private institutions the "real" salary increase was 6.2 percent above the cost-of-living.

Third, in the discipline/major field of agribusiness and agriproduction the professor rank percentage is greater than that of ALL MAJOR FIELDS in the public institutions for both study years but in the private institutions it is much less. Historically, the discipline is "older" in the public institutions, and in the private institutions, it is not only "newer" but few private institutions have the department at all.

Regarding the hiring rate of new assistant professors, both the public and private institutions are not hiring many faculty in the discipline/major field of agribusiness and agriproduction.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in agribusiness and agriproduction and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Robert Baldwin is a Plant Protection Specialist of the North Carolina Department of Agriculture, North Wilkesboro, N.C..

APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 11
- B) LIST OF PUBLIC Participating Institutions, page 12
- C) LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MO)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarinate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles
LeTourneau University (TX)	and Science (PA)
Limestone College (SC)	Pikeville College (KY)
Lindsey Wilson College (KY)	Point Park College (PA)
Linfield College (OR)	Presbyterian College (SC)
Long Island University (NY)	Providence College (RI)
Loras College (IA)	Quincy College (IL)
Louisiana College (LA)	Reed College (OR)
Loyola College (MD)	Regis College (MA)
Loyola Marymount University (CA)	Rhodes College (TN)
Lubbock Christian University (TX)	Rivier College (NH)
Luther College (IA)	Roanoke College (VA)
Lycoming College (PA)	Rochester Institute of Technology (NY)
Lynchburg College (VA)	Rockford College (IL)
Madonna University (MI)	Rockhurst College (MO)
Malone College (OH)	Rocky Mountain College (MT)
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (IN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN ANTHROPOLOGY
FOR THE YEARS
1988-89 AND 1991-92

By
Richard D. Howe
and
Roy Jones

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including anthropology. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of anthropology in the CIP is as follows:

An instructional program that describes the systematic study of human beings, their antecedents and related primates, and their cultural behavior and institutions, in comparative perspective. Includes instruction in biological/physical anthropology, primatology, human paleontology and prehistoric archeology, hominid evolution, anthropological linguistics, ethnography, ethnohistory, socio-cultural anthropology, psychological anthropology, research methods, and applications to areas such as medicine, forensic pathology, museum studies, and international affairs.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 143-45.02).]

This article presents a summary of the overall average salary increases in the discipline/major field of anthropology from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private

institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 institutions also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of anthropology faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professors of anthropology in the 1988-89 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .93 for associate professors in the discipline/major field of anthropology in the 1988-89 public study means that their average salary is 7 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

All MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of anthropology with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: ANTHROPOLOGY					
PUBLIC, 1988-89:					
AVERAGE					
SALARY: 43548 159 56	33402 108 58	28359 79 44	25722 13 11	26966 5 5	36771 351 76
FAC MIX					
PCT: 0.45	0.31	0.23	0.04	0.01	1.00
SALARY					
FACTOR: 0.98	0.93	0.94	0.88	1.15	1.02
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: ANTHROPOLOGY					
PUBLIC, 1991-92:					
AVERAGE					
SALARY: 51882 144 56	38964 93 50	31769 84 44	31285 18 14	24834 2 2	42764 323 78
FAC MIX					
PCT: 0.45	0.29	0.26	0.06	0.01	1.00
SALARY					
FACTOR: 1.02	0.95	0.92	0.92	0.95	1.04
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: ANTHROPOLOGY					
PRIVATE, 1988-89:					
AVERAGE					
SALARY: 48120 46 25	35423 54 32	28304 44 32	25146 10 9	26627 6 6	36877 150 57
FAC MIX					
PCT: 0.31	0.36	0.29	0.07	0.04	1.00
SALARY					
FACTOR: 1.07	1.02	0.99	0.91	1.18	1.04
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: ANTHROPOLOGY					
PRIVATE, 1991-92:					
AVERAGE					
SALARY: 53096 62 36	40051 49 33	32565 43 29	29917 6 6	31091 4 4	42906 158 65
FAC MIX					
PCT: 0.39	0.31	0.27	0.04	0.03	1.00
SALARY					
FACTOR: 0.99	0.98	0.96	0.92	1.14	1.02
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of anthropology was reported in 76 of the 207 public institutions. The average salary of the 351 faculty was \$36,771. This average salary was approximately 1.8 percent higher than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of anthropology was reported in 78 of the same 207 public institutions. The average salary of the 323 faculty was \$42,764. This average salary was approximately 3.6 percent higher than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in anthropology after three years in the public institutions studied was 16.3 percent (\$42,764 minus \$36,771 equals \$5,993). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative increase in anthropology average faculty salaries over the three-year period by .9 percent or an average of .3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of anthropology (16.3%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 2 percentage points in their salaries (16.3% minus 14.3% equals 2.0%) less than faculty in the discipline/major field of anthropology.

The reader may note that the faculty mix percentage in anthropology is higher at the professor rank than at the assistant professor rank in the 1988-89 study; 45 percent vs. 23 percent, and in the 1991-92 study it is 45

percent vs. 26 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in anthropology in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 3.7 percent (13/351) vs. 4.8 percent (2,497/51,650), respectively; and higher in 1991-92, 5.6 percent (18/323) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of anthropology was reported in 57 of the 298 private institutions. The average salary of the 150 faculty was \$36,877. This average salary was 4.1 percent higher than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of anthropology was reported in 65 of the same 298 private institutions. The average salary of the 158 faculty was \$42,906. This average was 1.6 percent higher than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in anthropology after three years in the private institutions studied was 16.3 percent (\$42,906 minus \$36,877 equals \$6,029). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the relative average faculty salaries over the three-year time period, is .9 percent or .3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after

three years in the private institutions' studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of anthropology (16.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.9% (19.2% minus 16.3% equals 2.9%) more than faculty in anthropology.

Finally, the reader may note that the hiring rate of new assistant professors in anthropology was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 36.7 percent (10/150) vs. 4.6 percent (1,379/29,774), respectively, and lower in the 1991-92 private study: 3.8 percent (6/158) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of anthropology and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 982 (.6%) faculty in the discipline/major field of anthropology participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of anthropology in 1988-89 in the public and private studies were some 2 and 4 percent above the

average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of anthropology in 1991-92 in the public and private studies were some 4 and 2 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in anthropology in the public institutions received overall, "real" salary increases at the end of three years of .9 percent below the cost-of-living. In the private institutions the "real" salary increase was also .9 percent below the cost-of-living.

Third, in the discipline/major field of anthropology the professor rank percentages exceeds those in the assistant professor rank both in the 1988-89 public studies and in the 1991-92 public and private studies. The professor rank percentages in the private studies are not as great as in the public studies, however.

Finally, the hiring rate of new assistant professors in the public studies in comparison to ALL MAJOR FIELDS, is lower in 1988-89 and higher in 1991-92. In the private studies, it was just the opposite: higher in 1988-89, and lower in 1991-92.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in anthropology, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Roy Jones is an assistant professor in the Extension Division of Virginia Polytechnic Institute and State University, Blacksburg, Virginia.

APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL
GEOLOGY	SERVICES
HISTORY	VISUAL AND PERFORMING ARTS
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MD)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

APPENDIX .C

CUFA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarinate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles and Science (PA)
LeTourneau University (TX)	Pikeville College (KY)
Limestone College (SC)	Point Park College (PA)
Lindsey Wilson College (KY)	Presbyterian College (SC)
Linfield College (OR)	Providence College (RI)
Long Island University (NY)	Quincy College (IL)
Loras College (IA)	Reed College (OR)
Louisiana College (LA)	Regis College (MA)
Loyola College (MD)	Rhodes College (TN)
Loyola Marymount University (CA)	Rivier College (NH)
Lubbock Christian University (TX)	Roanoke College (VA)
Luther College (IA)	Rochester Institute of Technology (NY)
Lycoming College (PA)	Rockford College (IL)
Lynchburg College (VA)	Rockhurst College (MO)
Madonna University (MI)	Rocky Mountain College (MT)
Malone College (OH)	
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN AREA AND ETHNIC STUDIES
FOR THE YEARS
1988-89 AND 1991-92

By
Richard D. Howe
and
Harry Williams

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including area and ethnic studies. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of area and ethnic studies in the CIP is as follows:

A summary of groups of instructional programs that describe the history, society, politics, culture, and economics of either a particular geographic region or a particular subset of the population sharing common racial characteristics or common traits and customs.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 60--05.)]

This article presents a summary of the overall average salary increases in the discipline/major field of area and ethnic studies from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA's PUBLIC

study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA's PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of area and ethnic studies for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .39 for associate professor of area and ethnic studies in the 1988-89 public study means that 39 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of 1.07 for associate professors in the discipline/major field of area and ethnic studies in the 1988-89 public study means that their average salary is 7 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of area and ethnic studies with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1988-89:																	
DISCIPLINE: AREA AND ETHNIC STUDIES																	
MAJOR FIELD: AREA AND ETHNIC STUDIES																	
AVERAGE																	
SALARY:	47027	48 16	38461	47 18		31161	23 13		27580	2 2		23730	4 4		39972	122	22
FAC MIX																	
PCT:	0.39		0.39			0.19			0.02			0.03			1.00		
SALARY																	
FACTOR:	1.06		1.07			1.04			0.94			1.01			1.11		

ALL MAJOR FIELDS

AVERAGE																	
SALARY:	44380	17529	36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX																	
PCT:	0.34		0.29			0.29			0.05			0.08			1.00		

PUBLIC, 1991-92:																	
DISCIPLINE: AREA AND ETHNIC STUDIES																	
MAJOR FIELD: AREA AND ETHNIC STUDIES																	
AVERAGE																	
SALARY:	53304	52 16	44160	35 15		34796	32 14		33296	4 4		22751	6 4		44539	125	25
FAC MIX																	
PCT:	0.42		0.28			0.26			0.03			0.05			1.00		
SALARY																	
FACTOR:	1.05		1.07			1.01			0.98			0.87			1.08		

ALL MAJOR FIELDS

AVERAGE																	
SALARY:	50997	18617	41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX																	
PCT:	0.34		0.28			0.30			0.04			0.08			1.00		

PRIVATE, 1988-89:																	
DISCIPLINE: AREA AND ETHNIC STUDIES																	
MAJOR FIELD: AREA AND ETHNIC STUDIES																	
AVERAGE																	
SALARY:	44167	16 8	42110	6 4		29232	2 2								42408	24	11
FAC MIX																	
PCT:	0.67		0.25			0.08									1.00		
SALARY																	
FACTOR:	0.98		1.22			1.02									1.20		

ALL MAJOR FIELDS

AVERAGE																	
SALARY:	45106	9628	34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX																	
PCT:	0.32		0.31			0.30			0.05			0.06			1.00		

PRIVATE, 1991-92:																	
DISCIPLINE: AREA AND ETHNIC STUDIES																	
MAJOR FIELD: AREA AND ETHNIC STUDIES																	
AVERAGE																	
SALARY:	53195	17 8	38292	18 9		34053	8 5		31450	2 2		21983	3 2		41999	46	16
FAC MIX																	
PCT:	0.37		0.39			0.17			0.04			0.07			1.00		
SALARY																	
FACTOR:	0.99		0.93			1.00			0.97			0.81			0.99		

ALL MAJOR FIELDS

AVERAGE																	
SALARY:	53614	10540	40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX																	
PCT:	0.33		0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of area and ethnic studies was reported in 22 of the 207 public institutions. The average salary of the 122 faculty was \$39,972. This average salary was approximately 11 percent higher (1.11) than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of area and ethnic studies was reported in 25 of the same 207 public institutions. The average salary of the 125 faculty was \$44,539. This average salary was approximately 8 percent higher than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in the discipline/major field of area and ethnic studies after three years in the public institutions studied was 11.4 percent (\$44,539 minus \$39,972 equals \$4,567). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in area and ethnic average faculty salaries over the three-year period by 5.8 percent or an average of 1.9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of area and ethnic studies (11.4%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.9 percent (14.3% minus 11.4% equals 5.6%) more than faculty in the discipline/major field of area and ethnic studies.

The reader may note that the faculty mix percentage in area and ethnic stu-

dies is higher at the professor rank than at the assistant professor rank in the 1988-89 study: 39 percent vs. 19 percent, and in the 1991-92 study it is 42 percent vs. 26 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89) and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in area and ethnic studies in the public studies was lower than the hiring rate of ALL MAJOR FIELDS both in 1988-89, 1.6 percent (1/122) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, 3.2 percent (4/125) vs. 4.4 percent (2410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of area and ethnic studies was reported in 11 of the 298 private institutions. The average salary of the 24 faculty was \$42,408. This average salary was 20 percent higher than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/major field of area and ethnic studies was reported in 16 of the same 298 private institutions. The average salary of the 46 faculty was \$41,999. This average salary was less than 1 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The decrease in average salaries for all faculty in area and ethnic studies after three years in the private institutions studied was .01 percent (\$41,999 minus \$42,408 equals -\$409.00). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic decrease

therefore, in the average faculty salaries over the three-year time period, is 17.1 percent or 5.7 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of area and ethnic studies (.01%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 19.1 percent (19.2% minus .01% equals 19.1%) more than faculty in area and ethnic studies.

In the discipline/major field of area and ethnic studies, the reader may note that the faculty mix percentage varies greatly at the professor rank in comparison to the assistant professor rank in both studies: 0.67 vs. 0.08 (1988-89), respectively; and 37 percent vs. 17 percent, (1991-92), respectively.

Finally, the reader may note that no new assistant professors were hired in area and ethnic studies in the private study of 1988-89 and only 2 new assistant professors were hired in the 1991-92 study. In other words, the hiring rate of new assistant professors in area and ethnic studies was much less for both of the private studies than the hiring rate of new assistant professor in ALL MAJOR FIELDS which was 4.6 percent (1,374/29,774) for 1988-89 and 4.3 percent (1,379/31,783) for 1991-92.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of area and ethnic studies and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 317 (.2%) faculty in 7

the discipline/major field of area and ethnic studies participated and were included in the overall total of 168,127 faculty in all 43 disciplines/major fields in all four studies. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of area and ethnic studies in 1988-89 in the public and private studies were some 11 percent and 20 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of area and ethnic studies in 1991-92 in the public and private studies were 8 percent above and 1 percent below the average salary factors for all ranks in ALL MAJOR FIELDS respectively.

Second, the CPI of October 1991, in comparison to the CPI of October 1988, indicates that the faculty in area and ethnic studies in the public institutions, received overall salary decreases for three years below the CPI. And average faculty salaries in area and ethnic studies in the private institutions dropped some 17 percent below the CPI! Area and ethnic faculty in the private institutions have some catching up to do.

Third, the full professor rank appears to be increasing normally in the public institutions but there is a dramatic change in the private institutions between 1988-89 and 1991-92 which is not easily explained other than on the basis of a paucity of data.

Now that a rather significant data base on average faculty salaries in the individual academic discipline/major field of area and ethnic studies is being developed, it is anticipated that future articles on this subject will become more valuable for interested administrators and professors.

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APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL
GEOLOGY	SERVICES
HISTORY	VISUAL AND PERFORMING ARTS
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MD)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Dela State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Scuthern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles and Science (PA)
LeTourneau University (TX)	Pikeville College (KY)
Limestone College (SC)	Point Park College (PA)
Lindsey Wilson College (KY)	Presbyterian College (SC)
Linfield College (OR)	Providence College (RI)
Long Island University (NY)	Quincy College (IL)
Loras College (IA)	Reed College (OR)
Louisiana College (LA)	Regis College (MA)
Loyola College (MD)	Rhodes College (TN)
Loyola Marymount University (CA)	Rivier College (NH)
Lubbock Christian University (TX)	Roanoke College (VA)
Luther College (IA)	Rochester Institute of Technology (NY)
Lycoming College (PA)	Rockford College (IL)
Lynchburg College (VA)	Rockhurst College (MO)
Madonna University (MI)	Rocky Mountain College (MT)
Malone College (OH)	
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN
BUSINESS ADMINISTRATION AND MANAGEMENT

FOR THE YEARS

1988-89 AND 1991-92

By
Richard D. Howe
and
Kenneth Peacock

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including business administration and management. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of business administration and management in the CIP is as follows:

An instructional program that generally prepares individuals to plan, organize, direct, and control the functions and processes of a firm or organization. Includes instruction in management theory, human resources management and behavior, accounting and other quantitative methods, purchasing and logistics, organization and production, marketing, and business decision making.*

[*A Classssification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990] p. 188--50.05).]

This article presents a summary of the overall average salary increases in the discipline/major field of business administration and management from the

"baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of business administration and management faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

"The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professors of business administration and management in the 1988-89 public study means that 31 percent of the faculty in that discipline/-major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of 1.15 for associate professors in the discipline/major field of business administration and management in the 1988-89 public study means that their average salary is 15 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of business administration and management with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: BUSINESS AND MANAGEMENT					
MAJOR FIELD: BUSINESS ADMN & MANAGEMENT, GENERAL					
PUBLIC, 1988-89:					
AVERAGE					
SALARY: 48909 534 124	41452 616 135	36324 627 139	38560 110 63	25003 203 83	40152 1980 147
FAC MIX					
PCT: 0.27	0.31	0.32	0.06	0.10	1.00
SALARY					
FACTOR: 1.10	1.15	1.21	1.31	1.07	1.11

ALL MAJOR FIELDS

AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00

DISCIPLINE: BUSINESS AND MANAGEMENT					
MAJOR FIELD: BUSINESS ADMN & MANAGEMENT, GENERAL					
PUBLIC, 1991-92:					
AVERAGE					
SALARY: 56848 610 142	47805 677 148	43227 669 147	45519 98 64	28147 165 71	47432 2121 161
FAC MIX					
PCT: 0.29	0.32	0.32	0.05	0.08	1.00
SALARY					
FACTOR: 1.11	1.16	1.26	1.34	1.07	1.15

ALL MAJOR FIELDS

AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00

DISCIPLINE: BUSINESS AND MANAGEMENT					
MAJOR FIELD: BUSINESS ADMN & MANAGEMENT, GENERAL					
PRIVATE, 1988-89:					
AVERAGE					
SALARY: 56246 383 104	40841 532 138	34735 550 142	34229 92 59	24776 92 49	41574 1557 183
FAC MIX					
PCT: 0.25	0.34	0.35	0.06	0.06	1.00
SALARY					
FACTOR: 1.25	1.18	1.21	1.23	1.10	1.17

ALL MAJOR FIELDS

AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00

DISCIPLINE: BUSINESS AND MANAGEMENT					
MAJOR FIELD: BUSINESS ADMN & MANAGEMENT, GENERAL					
PRIVATE, 1991-92:					
AVERAGE					
SALARY: 61578 421 121	47118 537 145	41694 548 158	45882 58 40	30914 96 53	48091 1602 193
FAC MIX					
PCT: 0.26	0.34	0.34	0.04	0.06	1.00
SALARY					
FACTOR: 1.15	1.15	1.22	1.41	1.14	1.14

ALL MAJOR FIELDS

AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of business administration and management was reported in 147 of the 207 public institutions. The average salary of the 1,980 faculty was \$40,152. This average salary was approximately 11.1 percent higher than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of business administration and management was reported in 161 of the same 207 public institutions. The average salary of the 2,121 faculty was \$47,432. This average salary was approximately 14.9 percent higher than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in business administration and management after three years in the public institutions studied was 18.1 percent (\$47,432 minus \$40,152 equals \$7,280). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative increase in business administration and management average faculty salaries over the three-year period of .9 percent or an average of .3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,162). In comparison to the discipline/major field of business administration and management (18.1%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 3.8 percentage points in their salaries (18.1% minus 14.3% equals 3.8%) less than faculty in the discipline/major field of business administration and management.

The reader may note that the faculty mix percentage in business administration and management is lower at the professor rank than at the assistant professor in the 1988-89 study: 27 percent vs. 32 percent, and in the 1991-92 study it is 29 percent vs. 32 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follow: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in business administration and management in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 5.6 percent (110/1,980) vs. 4.8 percent (2,497/51,640), respectively; and in 1991-92, it was also higher, 4.6 percent (98/2,121) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of business administration and management was reported in 183 of the 298 private institutions. The average salary of the 1,557 faculty was \$41,524. This average salary was 17.2 percent higher than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of business administration and management was reported in 193 of the same 298 private institutions. The average salary of the 1,602 faculty was \$48,091. This average was 13.9 percent higher than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in business administration

and management after three years in the private institutions studied was 15.8 percent (\$48,091 minus \$41,524 equals \$6,567). The CPI of increased cost-of-living between october 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.4 percent or .5 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of business administration and management (15.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.4 percent (19.2% minus 15.8% equals 3.4%) more than faculty in business administration and management.

The reader may note that the faculty mix percentage in business administration and management is lower at the professor rank in the 1988-89 study: 25 percent vs. 35 percent, respectively, and in the 1991-92 study it is 26 percent vs. 34 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in business administration and management was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 5.9 percent (92/1,557) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 3.6 percent (58/1,602) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of business administration and management and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from

the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,260 (4.3%) faculty in the discipline/major field of business administration and management participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of business administration and management in the 1988-89 public and private studies were some 11 and 17 percent above those in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of business administration and management in the 1991-92 public and private studies were some 15 and 14 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in business administration and management in the public institutions received an overall relative salary increase at the end of three years of .9 percent above the cost-of-living. In the private institutions there was an overall relative salary increase of 1.4 percent below the cost-of-living.

Third, in the discipline/major field of business administration and management the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1988-89 and 1991-92 public studies, and the same is

true both in the 1988-89 and 1991-92 private studies. These data show that the discipline/major field of business administration and management in both the public and private studies is still an emerging discipline in academia.

Finally, the hiring rate of new assistant professors in business administration and management both in the 1988-89 and 1991-92 public studies was higher than in ALL MAJOR FIELDS. In the 1988-89 private study the hiring rate was higher but in the 1991-92 private study it was lower. It appears that business administration and management as a discipline/major field continues to grow rather steadily in the public studies but is slowing down in the private institutions.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in business administration and management, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MD)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Sangamon State University (IL)
 Savannah State College (GA)
 Shippensburg University (PA)
 Slippery Rock University (PA)
 Sonoma State University (CA)
 South Dakota School of Mines & Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern College of Technology (GA)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Oregon State College (OR)
 Southwest Missouri State University (MO)
 Southwest Texas State University (TX)
 State Univ. of New York - College at Buffalo (NY)
 State Univ. of New York - College at Cortland (NY)
 State Univ. of New York - College at Geneseo (NY)
 State University of New York at Fredonia (NY)
 Stockton State College (NJ)
 SUNY Institute of Technology at Utica/Rome (NY)
 Tennessee Technological University (TN)
 Texas A&I University (TX)
 Texas A&M University at Galveston (TX)
 The Citadel, The Military College of South Carolina (SC)
 Towson State University (MD)
 Trenton State College (NJ)
 Troy State University (AL)
 University of Akron (OH)
 University of Alaska Southeast (AK)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Colorado Springs (CO)
 University of Colorado at Denver (CO)
 University of Houston-Clear Lake (TX)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Maryland Baltimore County (MD)
 University of Massachusetts at Lowell (MA)
 University of Minnesota, Duluth (MN)
 University of Missouri-St. Louis (MO)

University of Montevallo (AL)
 University of Nebraska at Omaha (NE)
 University of Nevada, Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Northern Iowa (IA)
 University of Pittsburgh at Bradford (PA)
 University of Pittsburgh at Johnston (PA)
 University of South Alabama (AL)
 University of South Carolina at Aiken (SC)
 University of South Carolina-Coastal
 Carolina College (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands (VI)
 University of West Virginia-College of
 Graduate Study (WV)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-LaCrosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Parkside (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State College (GA)
 Valley City State University (ND)
 Washburn University (KS)
 Wayne State College (NE)
 Weber State University (UT)
 West Georgia College (GA)
 West Virginia Institute of Technology (WV)
 West Virginia State College (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)
 Western Montana College (MT)
 Western Oregon State College (OR)
 Western Washington University (WA)
 Wichita State University (KS)
 William Paterson College of New Jersey (NJ)
 Winona State University (MN)
 Winthrop College (SC)
 Wright State University (OH)
 Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Fzith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles and Science (PA)
LeTourneau University (TX)	Pikeville College (KY)
Limestone College (SC)	Point Park College (PA)
Lindsey Wilson College (KY)	Presbyterian College (SC)
Linfield College (OR)	Providence College (RI)
Long Island University (NY)	Quincy College (IL)
Loras College (IA)	Reed College (OR)
Louisiana College (LA)	Regis College (MA)
Loyola College (MD)	Rhodes College (TN)
Loyola Marymount University (CA)	Rivier College (NH)
Lubbock Christian University (TX)	Roanoke College (VA)
Luther College (IA)	Rochester Institute of Technology (NY)
Lycoming College (PA)	Rockford College (IL)
Lynchburg College (VA)	Rockhurst College (MO)
Madonna University (MI)	Rocky Mountain College (MT)
Malone College (OH)	
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)

University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN
BUSINESS AND MANAGEMENT
FOR THE YEARS
1988-89 AND 1991-92

By
Richard D. Howe
and
Jeremy B. Fox

Since 1982-82 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including business and management. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of business and management in the CIP is as follows:

A summary of groups of instructional programs that prepare individuals to perform managerial, research, and technical support functions related to the commercial and/or non-profit production, buying, and selling of goods and services.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 187--52).]

This article presents a summary of the overall average salary increases in the discipline/major field of business and management from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same

207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of business and management faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), The FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI, in its current form, uses a base period of 1982-84 as 100 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries that might, also, be due to inflation. Thus, by considering changes in both faculty salaries and the CPI, a more precise picture of the "real" salary increases can be presented.

Salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include faculty members teaching less than 51 percent of a normal teaching load. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

"NUM" means the sample size of faculty members whose salaries were included to compute the average salary.

"N/IN" means the sample size of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professors of business and management in the 1988-89 public study means that 28 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of 1.16 for associate professors in the discipline/major field of business and management in the 1988-89 public study means that their average salary is 16 percent higher than the average salary of all associate professors, including the sample, in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of business and management with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted, also, that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: BUSINESS AND MANAGEMENT MAJOR FIELD: BUSINESS AND MANAGEMENT					
PUBLIC, 1988-89:					
AVERAGE					
SALARY: 50180 479 83	41819 481 90	36537 577 95	38061 115 54	28308 187 61	40908 1724 103
FAC MIX					
PCT: 0.28	0.28	0.33	0.07	0.11	1.00
SALARY					
FACTOR: 1.13	1.16	1.21	1.30	1.21	1.13
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00
DISCIPLINE: BUSINESS AND MANAGEMENT MAJOR FIELD: BUSINESS AND MANAGEMENT					
PUBLIC, 1991-92:					
AVERAGE					
SALARY: 56541 265 58	48844 292 68	43933 374 65	47399 54 31	30055 94 32	47408 1035 73
FAC MIX					
PCT: 0.27	0.28	0.36	0.05	0.09	1.00
SALARY					
FACTOR: 1.11	1.19	1.28	1.40	1.15	1.15
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00
DISCIPLINE: BUSINESS AND MANAGEMENT MAJOR FIELD: BUSINESS AND MANAGEMENT					
PRIVATE, 1988-89:					
AVERAGE					
SALARY: 51038 224 58	40872 274 76	34107 370 100	35208 49 32	25837 80 37	39364 948 116
FAC MIX					
PCT: 0.24	0.29	0.39	0.05	0.08	1.00
SALARY					
FACTOR: 1.13	1.18	1.19	1.27	1.15	1.11
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00
DISCIPLINE: BUSINESS AND MANAGEMENT MAJOR FIELD: BUSINESS AND MANAGEMENT					
PRIVATE, 1991-92:					
AVERAGE					
SALARY: 74306 205 53	50808 244 72	42961 292 73	43539 30 19	28558 40 25	52902 781 102
FAC MIX					
PCT: 0.26	0.31	0.37	0.04	0.05	1.00
SALARY					
FACTOR: 1.39	1.24	1.26	1.34	1.05	1.25
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC INSTITUTION STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader will note that the discipline/major field of business and management was reported in 102 of the 207 public institutions. The average salary of the 1,724 faculty sample was \$40,908. This average salary was approximately 13.2 percent higher than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of business and management was reported in 73 of the same 207 public institutions. The average salary of the 1,035 faculty was \$47,408. This average salary was approximately 14.8 percent higher than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in business and management after three years in the public institutions studied was 15.9 percent (\$47,408 minus \$40,908 equals \$6,500). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in business and management average faculty salaries over the three-year period of 1.3 percent or an average of .43 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,393 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of business and management (15.9%), therefore, the faculty in ALL MAJOR FIELDS received a relative decrease of 1.6 percentage points in their salaries (15.9% minus 14.3% equals 1.6%) less than faculty in the discipline/major field of business and management.

The reader will note that the faculty mix percentage in business and man-

ment is lower at the professor rank than at the assistant professor rank in the 1988-89 study: 28 percent vs. 33 percent, and in the 1991-92 study it is 27 percent vs. 36 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in business and management in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 3.1 percent (54/1,724) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92 it was also lower, 3.0 percent (31/1,035) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE INSTITUTION STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader will note that the discipline/major field of business and management was reported in 116 of the 198 private institutions. The average salary of the 948 faculty sample was \$39,364. This average salary was 11.1 percent higher than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/major field of business and management was reported in 102 of the same 298 private institutions. The average salary of the 781 faculty was \$52,902. This average was 25.2 percent higher than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in business and management after three years in the private institutions studied was 34.4 percent (\$52,902 minus \$39,364 equals \$13,538). The CPI of increased cost-of-living between

October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 17.2 percent or 5.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of business and management (34.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 15.2 percent (34.4% minus 19.2% equals 15.2%) less than faculty in business and management.

The reader will note that the faculty mix percentage in business and management is lower at the professor rank in the 1988-89 study compared to the assistant professor rank: 24 percent vs. 39 percent, respectively, and in the 1991-92 study it is also lower, 26 percent vs. 37 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader will note that the hiring rate of new assistant professors in business and management was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 5.2 percent (49/948) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 3.8 percent (30/781) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article has presented salary-trend information on the academic discipline/major field of business and management and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "base-line year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for

public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,488 (2.7%) faculty in the discipline/major field of business and management participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of business and management in 1988-89 in the public and private studies were some 13 and 11 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of business and management in 1991-92 in the public and private studies were some 15 percent and 25 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in business and management in the public institutions received an overall relative salary decrease at the end of three years of 1.3 percent below the cost-of-living. In the private institutions there was a substantial overall relative salary increase of 17.2 percent above the cost-of-living.

Third, in the discipline/major field of business and management the assistant professor rank percentages exceeds those in the professor rank in both the 1988-89 and 1991-92 public studies, and greatly exceed those in the professor rank in both 1988-89 and 1991-92 private studies. These data show that business and management is a newly active discipline. It is anticipated, therefore, that

the percentages in the professor rank will steadily increase over the next few years.

Finally, the hiring rate of new assistant professors in business and management both in 1988-89 and 1991-92 public studies was lower than in ALL MAJOR FIELDS. In the 1988-89 private study the hiring rate was higher than in ALL MAJOR FIELDS but lower in the 1991-92 private study. This may mean that hiring for faculty in business and management is not as rapid in the last few years.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in business and management, and in other discipline/-major fields, on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL
GEOLOGY	SERVICES
HISTORY	VISUAL AND PERFORMING ARTS
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MD)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (IA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles and Science (PA)
LeTourneau University (TX)	Pikeville College (KY)
Limestone College (SC)	Point Park College (PA)
Lindsey Wilson College (KY)	Presbyterian College (SC)
Linfield College (OR)	Providence College (RI)
Long Island University (NY)	Quincy College (IL)
Loras College (IA)	Reed College (OR)
Louisiana College (LA)	Regis College (MA)
Loyola College (MD)	Rhodes College (TN)
Loyola Marymount University (CA)	Rivier College (NH)
Lubbock Christian University (TX)	Roanoke College (VA)
Luther College (IA)	Rochester Institute of Technology (NY)
Lycoming College (PA)	Rockford College (IL)
Lynchburg College (VA)	Rockhurst College (MO)
Madonna University (MI)	Rocky Mountain College (MT)
Malone College (OH)	
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Saton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN BUSINESS ECONOMICS

FOR THE YEARS

1988-89 AND 1991-92

By
Richard D. Howe
and
Warren Bumgarner

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including business economics. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major of business economics in the CIP is as follows:

An instructional program that describes the application of economics principles to the analysis of the organization and operation of business enterprises. Includes instruction in monetary theory, banking and financial systems, theory of competition, pricing theory, wage and salary/incentive theory, analysis of markets, and applications of econometrics and quantitative methods to the study of particular businesses and business problems.*

[*A Classification of Instructional Programs (Washington, D.C.,: National Center for Education Statistics, [1990], p. 192--52.06).]

This article presents a summary of the overall average salary increases in the discipline/major field of business economics from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC

study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of business economics faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professors of business economics in the 1988-89 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTORY for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary for all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of 1.07 for associate professors in the discipline/major field of business economics in the 1988-89 public study means that their average salary is 7 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of business economics to the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF	ASSO PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN
PUBLIC, 1988-89:					
AVERAGE					
SALARY: 47549 298 85	38562 282 96	33395 273 88	32448 57 39	25404 56 37	39146 909 112
FAC MIX					
PCT: 0.33	0.31	0.30	0.06	0.06	1.00
SALARY					
FACTOR: 1.07	1.07	1.11	1.11	1.09	1.08

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS

ALL MAJOR FIELDS

AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS

PUBLIC, 1991-92:					
AVERAGE					
SALARY: 55282 265 69	45210 227 77	41223 217 77	42132 22 18	29218 42 27	46717 751 89
FAC MIX					
PCT: 0.35	0.30	0.29	0.03	0.06	1.00
SALARY					
FACTOR: 1.08	1.10	1.20	1.24	1.12	1.13

ALL MAJOR FIELDS

AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS

PRIVATE, 1988-89:					
AVERAGE					
SALARY: 45372 171 86	37005 227 120	31410 263 118	31432 40 34	26730 36 24	36416 697 173
FAC MIX					
PCT: 0.25	0.33	0.38	0.06	0.05	1.00
SALARY					
FACTOR: 1.01	1.07	1.09	1.13	1.19	1.03

ALL MAJOR FIELDS

AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS

PRIVATE, 1991-92:					
AVERAGE					
SALARY: 53355 131 59	43503 164 75	39263 148 63	39822 18 13	29784 21 16	44311 464 111
FAC MIX					
PCT: 0.28	0.35	0.32	0.04	0.05	1.00
SALARY					
FACTOR: 1.00	1.06	1.15	1.23	1.09	1.05

ALL MAJOR FIELDS

AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of business economics was reported in 112 of the 207 public institutions. The average salary of the 909 faculty was \$39,146. This average salary was approximately 8.4 percent higher than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of business economics was reported in 89 of the same 207 public institutions. The average salary of the 751 faculty was \$46,717. This average salary was approximately 13.3 percent higher than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in business economics after three years in the public institutions studied was 19.3 percent (\$46,717 minus \$39,146 equals \$7,571). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative increase in business economics average faculty salaries over the three-year period by 2.1 percent or an average of .7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,613). In comparison to the discipline/major field of business economics (19.3%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 5 percentage points in their salaries (19.3% minus 14.3% equals 5.0%) less than faculty in the discipline/major field of business economics.

The reader may note that the faculty mix percentage in business economics

is higher at the professor rank than at the assistant professor rank in the 1988-89 study: 33 percent vs. 30 percent, and in the 1991-92 study it is 35 percent vs. 29 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in business economics in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 6.2 percent (57/909) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was lower, 2.9 percent (22/751) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of business economics was reported in 173 of the 298 private institutions. The average salary of the 697 faculty was \$36,416. This average salary was 2.8 percent higher than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/major field of business economics was reported in 111 of the same 298 private institutions. The average salary of the 464 faculty was \$44,311. This average was 4.9 percent higher than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in business economics after three years in the private institutions studied was 21.7 percent (\$44,311 minus \$36,416 equals \$7,895). The CPI of increased cost-of-living between

October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 4.5 percent of 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of business economics (21.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.5 percent (21.7% minus 19.2% equals 2.5%) less than faculty in business economics.

Finally, the reader may note that the hiring rate of new assistant professors in business economics was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study; 5.7 percent (40/697) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 3.9 percent (18/464) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of business economics and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,821 (1.7%) faculty in the discipline/major field of business economics participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a

few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of business economics in 1988-89 in the public and private studies were some 8 and 3 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of business economics in 1991-92 in both the public and private studies were each 13 and 5 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in business economics in the public institutions received overall, "real" salary increases at the end of three years of 2.1 percent above the cost-of-living. In the private institutions the "real" salary increase was 4.5 percent above the cost-of-living.

Third, in the discipline/major field of business economics the professor rank percentage is almost as great as that of ALL MAJOR FIELDS in the public institutions in the 1988-89 study year and slightly higher in the 1991-92 study year. In the private institutions the professor rank percentage is less than that of the assistant professor rank in both study years, 1988-89 and 1991-92. The discipline/major field of business economics is still considered one of the emerging disciplines/major fields and these percentages are rather typical.

Finally, the hiring rate of new assistant professors in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, and lower in 1991-92. In the private institutions it was also higher in 1988-89 and lower in 1991-92.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in business economics, and in other discipline/major

fields, on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Warren Bumgarner is Coordinator of Industrial Maintenance Programs at Western Piedmont Community College, Morganton, N. C.

APPENDICES

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF STATE Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL
GEOLOGY	SERVICES
HISTORY	VISUAL AND PERFORMING ARTS
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MO)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

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Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarinate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles
LeTourneau University (TX)	and Science (PA)
Limestone College (SC)	Pikeville College (KY)
Lindsey Wilson College (KY)	Point Park College (PA)
Linfield College (OR)	Presbyterian College (SC)
Long Island University (NY)	Providence College (RI)
Loras College (IA)	Quincy College (IL)
Louisiana College (LA)	Reed College (OR)
Loyola College (MD)	Regis College (MA)
Loyola Marymount University (CA)	Rhodes College (TN)
Lubbock Christian University (TX)	Rivier College (NH)
Luther College (IA)	Roanoke College (VA)
Lycoming College (PA)	Rochester Institute of Technology (NY)
Lynchburg College (VA)	Rockford College (IL)
Madonna University (MI)	Rockhurst College (MO)
Malone College (OH)	Rocky Mountain College (MT)
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN

CHEMISTRY

FOR THE YEARS

1988-89 AND 1991-92

By
Richard D. Howe
and
Clay Haferkamp

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including chemistry. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of chemistry in the CIP is as follows:

A group of instructional programs that generally describes the scientific study of the composition and behavior of matter, including its micro- and macro-structure, the processes of chemical change, and the theoretical description and laboratory simulation of these phenomena.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 130--40.05).]

This article presents a summary of the overall average salary increases in the discipline/major field of chemistry from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study

of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of chemistry faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .24 for associate professors of chemistry in the 1988-89 public study means that 24 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .99 for associate professors in the discipline/major field of chemistry in the 1988-89 public study means that their average salary is 1 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of chemistry with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: CHEMISTRY, GENERAL						
<u>PUBLIC, 1988-89:</u>						
AVERAGE						
SALARY:	44885 776 165	35551 369 140	29199 331 136	28367 53 44	21446 37 27	38603 1513 177
FAC MIX						
PCT:	0.51	0.24	0.22	0.04	0.02	1.00
SALARY						
FACTOR:	1.01	0.99	0.97	0.97	0.92	1.07
ALL MAJOR FIELDS						
AVERAGE						
SALARY:	44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX						
PCT:	0.34	0.29	0.29	0.05	0.08	1.00
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: CHEMISTRY, GENERAL						
<u>PUBLIC, 1991-92:</u>						
AVERAGE						
SALARY:	50983 797 168	39571 344 142	32887 379 139	32030 67 55	24472 47 34	43305 1567 181
FAC MIX						
PCT:	0.51	0.22	0.24	0.04	0.03	1.00
SALARY						
FACTOR:	1.00	0.96	0.96	0.95	0.93	1.05
ALL MAJOR FIELDS						
AVERAGE						
SALARY:	50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX						
PCT:	0.34	0.28	0.30	0.04	0.08	1.00

DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: CHEMISTRY, GENERAL						
<u>PRIVATE, 1983-89:</u>						
AVERAGE						
SALARY:	44714 545 201	32877 262 153	27230 254 155	24941 45 42	23060 18 17	37362 1079 253
FAC MIX						
PCT:	0.51	0.24	0.24	0.04	0.02	1.00
SALARY						
FACTOR:	0.99	0.95	0.95	0.90	1.02	1.05
ALL MAJOR FIELDS						
AVERAGE						
SALARY:	45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX						
PCT:	0.32	0.31	0.30	0.05	0.06	1.00
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: CHEMISTRY, GENERAL						
<u>PRIVATE, 1991-92:</u>						
AVERAGE						
SALARY:	53062 550 208	38462 275 153	32411 255 162	30208 37 35	26174 26 21	44038 1106 259
FAC MIX						
PCT:	0.50	0.25	0.23	0.03	0.02	1.00
SALARY						
FACTOR:	0.99	0.94	0.95	0.93	0.96	1.04
ALL MAJOR FIELDS						
AVERAGE						
SALARY:	53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX						
PCT:	0.33	0.30	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of chemistry was reported in 177 of the 207 public institutions. The average salary of the 1,513 faculty was \$38,603. This average salary was approximately 6.8 percent higher than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of chemistry was reported in 181 of the same 207 public institutions. The average salary of the 1,567 faculty was \$43,305. This average salary was approximately 4.9 percent higher than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in chemistry after three years in the public institutions studied was 12.2 percent (\$43,305 minus \$38,603 equals \$4,702). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in chemistry average faculty salaries over the three-year period by 5 percent or an average of 1.7 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of chemistry (12.2%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 2.1 percentage points in their salaries (14.3% minus 12.2% equals 2.1%) more than faculty in the discipline/major field of chemistry.

The reader may note that the faculty mix percentage in chemistry is higher at the professor rank than at the assistant professor in the 1988-89 study: 51 percent vs. 22 percent, and in the 1991-92 study it is 51 percent vs. 24

percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in chemistry in the public studies was lower than ALL MAJOR FIELDS both in 1988-89, 3.5 percent (53/1,513) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, 4.3 percent (67/1,567) vs. 4.4 percent (2413/54920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of chemistry was reported in 253 of the 298 private institutions. The average salary of the 1,079 faculty was \$37,362. This average salary was 5.4 percent higher than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of chemistry was reported in 259 of the same 298 private institutions. The average salary of the 1,106 faculty was \$44,038. This average salary was 4.3 percent higher than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in chemistry after three years in the private institutions studied was 17.9 percent (\$44,038 minus \$37,362 equals \$6,676). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is .7 percent or .2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after

three years in the private institutions' studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of chemistry (17.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.3 percent (19.2% minus 17.9% equals 1.3%) more than faculty in chemistry.

The reader may note that the faculty mix percentage in chemistry is higher at the professor rank in the 1988-89 study compared to the assistant professor rank: 51 percent vs. 24 percent, respectively, and in the 1991-92 study it is 50 percent vs. 23 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in chemistry was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 4.2 percent (45/1,079) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 3.3 percent (37/1,106) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of chemistry and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,265 (3.1%) faculty in the discipline/major field of chemistry participated and were included in the 43 disciplines/major fields in each of the four

studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of chemistry in 1988-89 in the public and private studies were some 7 and 5 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of chemistry in 1991-92, in both the public and private studies were some 5 and 4 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in chemistry in the public institutions received overall, "real" salary increases at the end of three years of 5 percent below the cost-of-living. In the private institutions the "real" salary increase was .7 percent above the cost-of-living.

Third, in the discipline/major field of chemistry the professor rank percentages far exceeds those in the assistant professor rank both in the 1988-89 public and private studies and in the 1991-92 public and private studies. The discipline/ major field of chemistry is considered one of the older "established" disciplines/major fields and these percentages are rather typical.

Finally, the hiring rate of new assistant professors both in the public and private studies for both study years, 1988-89 and 1991-92, was lower than in ALL MAJOR FIELDS.

Now that a rather significant data base of faculty salaries by rank and

discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in chemistry and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Clay Haferkamp is a Research Analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF STATE Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MO)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

APPENDIX C

CUFA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles
LeTourneau University (TX)	and Science (PA)
Limestone College (SC)	Pikeville College (KY)
Lindsey Wilson College (KY)	Point Park College (PA)
Linfield College (OR)	Presbyterian College (SC)
Long Island University (NY)	Providence College (RI)
Loras College (IA)	Quincy College (IL)
Louisiana College (LA)	Reed College (OR)
Loyola College (MD)	Regis College (MA)
Loyola Marymount University (CA)	Rhodes College (TN)
Lubbock Christian University (TX)	Rivier College (NH)
Luther College (IA)	Roanoke College (VA)
Lycoming College (PA)	Rochester Institute of Technology (NY)
Lynchburg College (VA)	Rockford College (IL)
Madonna University (MI)	Rockhurst College (MO)
Malone College (OH)	Rocky Mountain College (MT)
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN
COMMUNICATION TECHNOLOGIES

FOR THE YEARS

1988-89 AND 1991-92

By
Richard D. Howe
and
Patton B. Reighard

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including communication technologies. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of communication technologies in the CIP is as follows:

A group of instructional programs that prepare individuals to support and assist communications professionals and skilled communications workers.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 69--10.01).]

This article presents a summary of the overall average salary increases in the discipline/major field of communication technologies from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from

those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of communication technologies faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .33 for associate professors of communication technologies in the 1988-89 public study means that 33 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of communication technologies in the 1988-89 public study means that their average salary is 3 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELD is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of communication technologies with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
PUBLIC, 1988-89:					
DISCIPLINE: COMMUNICATION TECHNOLOGIES					
MAJOR FIELD: RADIO, TV PROD & BROADCASTING TECH					
AVERAGE					
SALARY: 46129 31 10	35000 49 14	30594 48 11	27800 4 3	26635 22 6	34663 150 17
FAC MIX					
PCT: 0.21	0.33	0.32	0.03	0.15	1.00
SALARY					
FACTOR: 1.04	0.97	1.02	0.95	1.14	0.96

ALL MAJOR FIELDS

AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00

PUBLIC, 1991-92:					
DISCIPLINE: COMMUNICATION TECHNOLOGIES					
MAJOR FIELD: RADIO, TV PROD & BROADCASTING TECH					
AVERAGE					
SALARY: 51109 26 11	40084 26 12	33093 48 14	28169 3 3	28453 9 4	38674 109 17
FAC MIX					
PCT: 0.24	0.24	0.44	0.03	0.08	1.00
SALARY					
FACTOR: 1.00	0.97	0.96	0.83	1.09	0.94

ALL MAJOR FIELDS

AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00

PRIVATE, 1988-89:					
DISCIPLINE: COMMUNICATION TECHNOLOGIES					
MAJOR FIELD: RADIO, TV PROD & BROADCASTING TECH					
AVERAGE					
SALARY: 33679 13 8	29618 15 11	26079 42 17	27050 4 3	18386 6 4	27470 76 22
FAC MIX					
PCT: 0.17	0.20	0.55	0.05	0.08	1.00
SALARY					
FACTOR: 0.75	0.86	0.91	0.97	0.82	0.78

ALL MAJOR FIELDS

AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00

PRIVATE, 1991-92:					
DISCIPLINE: COMMUNICATION TECHNOLOGIES					
MAJOR FIELD: RADIO, TV PROD & BROADCASTING TECH					
AVERAGE					
SALARY: 49651 22 9	39259 30 16	33248 55 18	32132 11 5	26173 13 9	36991 120 23
FAC MIX					
PCT: 0.18	0.5	0.46	0.09	0.11	1.00
SALARY					
FACTOR: 0.93	0.96	0.98	0.99	0.96	0.88

ALL MAJOR FIELDS

AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of communication technologies was reported in 17 of the 207 public institutions. The average salary of the 150 faculty was \$34,663. This average salary was approximately 4.2 percent lower than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of communication technologies was reported in 17 of the same 207 public institutions. The average salary of the 109 faculty was \$38,674. This average salary was approximately 6.8 percent lower than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in communication technologies after three years in the public institutions studied was 11.6 percent (\$38,674 minus \$34,663 equals \$4,011). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in communication technologies average faculty salaries over the three-year period by 5.6 percent or an average of 1.9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of communication technologies (11.6%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 2.7 percentage points in their salaries (14.3% minus 11.6% equals 2.7%) more than faculty in the discipline/major field of communication technologies.

The reader may note that the faculty mix percentage in communication technologies is lower at the professor rank than at the assistant professor in

the 1988-89 study: 21 percent vs. 32 percent, and in the 1991-92 study it is also lower: 24 percent vs. 44 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professor in communication technologies in the public studies was lower than in ALL MAJOR FIELDS both in 1988-89, 2.7 percent (4/150) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, 2.8 percent (3/109) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of communication technologies was reported in 22 of the 298 private institutions. The average salary of the 76 faculty was \$27,470. This average salary was 29 percent lower than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of communication technologies was reported in 23 of the same 298 private institutions. The average salary of the 120 faculty was \$36,991. This average salary was 14.2 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in communication technologies after three years in the private institutions studied was 34.7 percent (\$36,991 minus \$27,470 equals \$9,521). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average of communication technologies faculty salaries over the three-year time period, is 17.5 percent or 5.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of communication technologies (34.7%), therefore, the faculty in ALL MAJOR FIELDS decreased their salaries by 15.5 percent (34.7% minus 19.2% equals 15.5%) less than faculty in communication technologies.

The reader may note that the faculty mix percentage in communication technologies is substantially lower at the professor rank in the 1988-89 study compared to the assistant professor rank: 17 percent vs. 55 percent, respectively, and in the 1991-92 study it is 18 percent vs. 46 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in communication technologies was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 5.3 percent (4/76) vs. 4.6 percent (1,374/29,774), respectively, and substantially higher in the 1991-92 private study: 9.2 percent (11/120) vs. 4.3 percent (1379/31783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of communication technologies and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 455 (.3%) faculty in the discipline/major field of

communication technologies participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of communication technologies in 1988-89 in the public and private studies were some 4 and 12 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of communication technologies in 1991-92, in both the public and private studies were some 6 and 12 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in communication technologies in the public institutions received an overall relative salary decrease at the end of three years of 5.6 percent below the cost-of-living. In the private institutions there was an substantial overall relative salary increae of 17.5 percent above the cost-of-living.

Third, in the discipline/major field of communication technologies the assistant professor rank percentages far exceeds those in the professor rank in both the 1988-89 and 1991-92 public studies, and greatly exceed those in the professor rank in both the 1988-89 alnd 1991-92 private studies. These data show that communication technologies is a relative new, emerging discipline. It is anticipated, therefore, that the percentages in the professor rank will steadily increase over the next few years.

Finally, the hiring rate of new assistant professors in communication technologies both in the 1988-89 and 1991-92 public studies was lower than in ALL MAJOR FIELDS. In the 1988-89 private study the hiring rate was higher than in ALL MAJOR FIELDS and substantially higher in the 1991-92 private study. This may mean that hiring for faculty in communication technologies is steadily increasing in the private institutions.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in communication technologies and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Patton B. Reighard is professor of communications at Appalachian State University.

APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL
GEOLOGY	SERVICES
HISTORY	VISUAL AND PERFORMING ARTS
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MO)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Sangamon State University (IL)
 Savannah State College (GA)
 Shippensburg University (PA)
 Slippery Rock University (PA)
 Sonoma State University (CA)
 South Dakota School of Mines & Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern College of Technology (GA)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Oregon State College (OR)
 Southwest Missouri State University (MO)
 Southwest Texas State University (TX)
 State Univ. of New York - College at Buffalo (NY)
 State Univ. of New York - College at Cortland (NY)
 State Univ. of New York - College at Geneseo (NY)
 State University of New York at Fredonia (NY)
 Stockton State College (NJ)
 SUNY Institute of Technology at Utica/Rome (NY)
 Tennessee Technological University (TN)
 Texas A&I University (TX)
 Texas A&M University at Galveston (TX)
 The Citadel, The Military College of South Carolina (SC)
 Towson State University (MD)
 Trenton State College (NJ)
 Troy State University (AL)
 University of Akron (OH)
 University of Alaska Southeast (AK)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Colorado Springs (CO)
 University of Colorado at Denver (CO)
 University of Houston-Clear Lake (TX)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Maryland Baltimore County (MD)
 University of Massachusetts at Lowell (MA)
 University of Minnesota, Duluth (MN)
 University of Missouri-St. Louis (MO)

University of Montevallo (AL)
 University of Nebraska at Omaha (NE)
 University of Nevada, Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Northern Iowa (IA)
 University of Pittsburgh at Bradford (PA)
 University of Pittsburgh at Johnston (PA)
 University of South Alabama (AL)
 University of South Carolina at Aiken (SC)
 University of South Carolina-Coastal
 Carolina College (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands (VI)
 University of West Virginia-College of
 Graduate Study (WV)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-LaCrosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Parkside (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State College (GA)
 Valley City State University (ND)
 Washburn University (KS)
 Wayne State College (NE)
 Weber State University (UT)
 West Georgia College (GA)
 West Virginia Institute of Technology (WV)
 West Virginia State College (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)
 Western Montana College (MT)
 Western Oregon State College (OR)
 Western Washington University (WA)
 Wichita State University (KS)
 William Paterson College of New Jersey (NJ)
 Winona State University (MN)
 Winthrop College (SC)
 Wright State University (OH)
 Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (IA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles
LeTourneau University (TX)	and Science (PA)
Limestone College (SC)	Pikeville College (KY)
Lindsey Wilson College (KY)	Point Park College (PA)
Linfield College (OR)	Presbyterian College (SC)
Long Island University (NY)	Providence College (RI)
Loras College (IA)	Quincy College (IL)
Louisiana College (LA)	Reed College (OR)
Loyola College (MD)	Regis College (MA)
Loyola Marymount University (CA)	Rhodes College (TN)
Lubbock Christian University (TX)	Rivier College (NH)
Luther College (IA)	Roanoke College (VA)
Lycoming College (PA)	Rochester Institute of Technology (NY)
Lynchburg College (VA)	Rockford College (IL)
Madonna University (MI)	Rockhurst College (MO)
Malone College (OH)	Rocky Mountain College (MT)
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	
	TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN
COMMUNICATIONS

FOR THE YEARS

1988-89 AND 1991-92

By
Richard D. Howe
and
Jacob Matovu

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including communications. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of communications in the CIP is as follows:

An instructional program that generally describes the creation, transmission and evaluation of messages at all levels, for commercial or non-commercial purposes, and that may prepare individuals to apply principles of communications to work in specific media. Includes instruction in modes and behavioral aspects of human communications, and the formal means by which society organizes communications.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 68--09.0101).]

This article presents a summary of the overall average salary increases in the discipline/major field of communications from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and

private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of communications faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for

a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professors of communications in the 1988-89 public study means that 28 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of communications in the 1988-89 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of communications with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF	ASSO PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN
PUBLIC, 1988-89:					
AVERAGE					
SALARY: 43463 304 108	34496 370 121	28362 446 126	27746 79 52	22966 196 77	32771 1316 145
FAC MIX					
PCT: 0.23	0.28	0.34	0.06	0.15	1.00
SALARY					
FACTOR: 0.98	0.96	0.94	0.95	0.98	0.91

ALL MAJOR FIELDS

AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 42350	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00

PUBLIC, 1991-92:					
AVERAGE					
SALARY: 49930 352 124	39815 411 125	31985 556 143	31332 77 57	26097 205 76	37449 1524 155
FAC MIX					
PCT: 0.23	0.27	0.36	0.05	0.13	1.00
SALARY					
FACTOR: 0.98	0.97	0.93	0.93	1.00	0.91

ALL MAJOR FIELDS

AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00

PRIVATE, 1988-89:					
AVERAGE					
SALARY: 41449 145 68	35176 225 89	27237 285 114	26251 65 45	22574 79 48	31976 734 151
FAC MIX					
PCT: 0.20	0.31	0.39	0.09	0.11	1.00
SALARY					
FACTOR: 0.92	1.02	0.95	0.95	1.00	0.90

MAJOR FIELDS

AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00

PRIVATE, 1991-92:					
AVERAGE					
SALARY: 408070 156 76	39274 236 102	31659 342 129	30583 49 41	25029 89 56	36236 823 166
FAC MIX					
PCT: 0.19	0.29	0.42	0.06	0.11	1.00
SALARY					
FACTOR: 0.90	0.96	0.93	0.94	0.92	0.86

ALL MAJOR FIELDS

AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of communications was reported in 145 of the 207 public institutions. The average salary of the 1,316 faculty was \$32,771. This average salary was approximately 10.2 percent lower than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of communications was reported in 155 of the same 207 public institutions. The average salary of the 1,524 faculty was \$37,449. This average salary was approximately 10.3 percent lower than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in communications after three years in the public institutions studied was 14.3 percent (\$37,449 minus \$32,771 equals \$4,678). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 2.9 percent or 1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of communications (14.3%), therefore, the faculty in ALL MAJOR FIELDS received the same increase in their salaries (14.3% minus 14.3% equals 0%) as the faculty in the discipline/major field of communications.

The reader may note that the faculty mix percentage in communications is lower at the professor rank than at the assistant professor rank in the 1988-89 study: 23 percent vs. 34 percent, and in the 1991-92 study it is 23 percent vs.

36 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in communications in the public studies was higher than ALL MAJOR FIELDS both in 1988-89, 6 percent (79/1,316) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, 5.1 percent (77/1,524) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of communications was reported in 151 of the 298 private institutions. The average salary of the 734 faculty was \$31,976. This average salary was 10.8 percent lower than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of communications was reported in 166 of the same 298 private institutions. The average salary of the 823 faculty was \$36,236. This average salary was 16.6 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in communications after three years in the private institutions studied was 13.3 percent (\$36,236 minus \$31,976 equals \$4,260). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 3.9 percent or 1.3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of communications (13.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5.9 percent (19.2% minus 13.3% equals 5.9%) more than faculty in communications.

The reader may note that the faculty mix percentage in communications is lower at the professor rank in the 1988-89 study compared to the assistant professor rank: 20 percent vs. 39 percent, respectively, and in the 1991-92 study it is 19 percent vs. 42 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in communications was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 8.9 percent (65/734) vs. 4.6 percent (1,374/29,774), respectively, and higher in the 1991-92 private study: 6 percent (49/823) vs. 4.3 percent (1379/31783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of communications and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,397 (2.6%) faculty in the discipline/major field of communications

participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of communications in 1988-89 in the public and private studies were some 9 and 10 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of communications in 1991-92, in both the public and private studies were some 9 and 14 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in communications in the public institutions received overall relative salary decrease at the end of three years of 2.9 percent below the cost-of-living. In the private institutions the relative salary decrease was 3.9 percent below the cost-of-living.

Third, in the discipline/major field of communications the assistant professors far exceed those in the professor rank both in the 1988-89 public and private studies and in the 1991-92 public and private studies. These data show that communications is a fast-emerging field of scholarly endeavor, and once there is a higher percentage of faculty at the professor rank, the overall salary average should increase dramatically.

Finally, the hiring rate of new assistant professors in communications in the public studies in comparison to ALL MAJOR FIELDS, is higher both in the 1988-89 and in the 1991-92 studies. In the private studies, the hiring rate was

also higher than in ALL MAJOR FIELDS both in the 1988-89 and 1991-92 studies. This means that communications is continuing a rather fast growth in relation to many of the other disciplines/major field in colleges and universities.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in communications and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

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- B) LIST OF PUBLIC Participating Institutions, page 11
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APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MD)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College or Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (IA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles and Science (PA)
LeTourneau University (TX)	Pikeville College (KY)
Limestone College (SC)	Point Park College (PA)
Lindsey Wilson College (KY)	Presbyterian College (SC)
Linfield College (OR)	Providence College (RI)
Long Island University (NY)	Quincy College (IL)
Loras College (IA)	Reed College (OR)
Louisiana College (LA)	Regis College (MA)
Loyola College (MD)	Rhodes College (TN)
Loyola Marymount University (CA)	Rivier College (NH)
Lubbock Christian University (TX)	Roanoke College (VA)
Luther College (IA)	Rochester Institute of Technology (NY)
Lycoming College (PA)	Rockford College (IL)
Lynchburg College (VA)	Rockhurst College (MO)
Madonna University (MI)	Rocky Mountain College (MT)
Malone College (OH)	
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)
 Roosevelt University (IL)
 Rosary College (IL)
 Saint Francis College (PA)
 Saint Joseph College (CT)
 Saint Joseph's College (IN)
 Saint Joseph's College (ME)
 Saint Leo College (FL)
 Saint Martin's College (WA)
 Saint Mary College (KS)
 Saint Mary's College of California (CA)
 Saint Meinrad College (IN)
 Saint Meinrad School of Theology (IN)
 Saint Vincent College (PA)
 Salem College (NC)
 Salem Teikyo University (WV)
 Salve Regina University (RI)
 Samford University (AL)
 Santa Clara University (CA)
 Schreiner College (TX)
 Scripps College (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Siena Heights College (MI)
 Simpson College (IA)
 Skidmore College (NY)
 Southern California College (CA)
 Southern College of Seventh-Day Adventists (TN)
 Southwestern Assemblies of God College (TX)
 Spring Arbor College (MI)
 Spring Hill College (AL)
 St. Bonaventure University (NY)
 St. Edward's University (TX)
 St. Francis College (NY)
 St. Mary's University (TX)
 St. Norbert College (WI)
 St. Olaf College (MN)
 Stanford University (CA)
 Suffolk University (MA)
 Susquehanna University (PA)
 Tabor College (KS)
 Taylor University (IN)
 Texas Christian University (TX)
 Tri-State University (IN)
 Trinity College (VT)
 University of Bridgeport (CT)
 University of Dallas (TX)
 University of Dayton (OH)
 University of Denver (CO)
 University of Evansville (IN)
 University of Findlay (OH)
 University of La Verne (CA)

University of Miami (FL)
 University of New England (ME)
 University of New Haven (CT)
 University of Portland (OR)
 University of Rio Grande (OH)
 University of San Diego (CA)
 University of San Francisco (CA)
 University of St. Thomas (TX)
 University of Tampa (FL)
 Upper Iowa University (IA)
 Ursuline College (OH)
 Valparaiso University (IN)
 Virginia Intermont College (VA)
 Viterbo College (WI)
 Wartburg College (IA)
 Washington and Jefferson College (PA)
 Washington Bible College (MD)
 Washington College (MD)
 Waynesburg College (PA)
 West Virginia Wesleyan College (WV)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Westminster College (MD)
 Westminster College of Salt Lake City (UT)
 Wheeling Jesuit College (WV)
 Whitman College (WA)
 Whitworth College (WA)
 Wilkes University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 Wilmington College (DE)
 Wingate College (NC)
 Xavier University (OH)
 York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN
COMPUTER AND INFORMATION SCIENCES
FOR THE YEARS

1988-89 AND 1991-92

By
Richard D. Howe
and
Lee Tarrant

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, and Oklahoma State University in Clearwater, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including computer and information sciences. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of computer and information sciences in the CIP is as follows:

A summary of groups of instructional programs that describe the design, development and operation of electronic data storage and processing systems, including hardware and software.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 70--11.01).]

This article presents a summary of the overall average salary increases in the discipline/major field of computer and information sciences from the "base-line year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in

CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participate in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of computer and information sciences faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of fulltime faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT of .27 for associate professors of computer and information sciences in the 1988-89 public study means that 27 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of 1.16 for associate professors in the discipline/major field of computer and information sciences in the 1988-89 public study means that their average salary is 16 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of computer and information sciences with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: COMPUTER & INFORMATION SCIENCE MAJOR FIELD: COMPUTER & INFORMATION SCIENCES					
PUBLIC, 1988-89:					
AVERAGE					
SALARY: 49526 311 118	41760 389 128	35878 501 145	37482 83 59	25925 219 91	38943 1420 162
FAC MIX					
PCT: 0.22	0.27	0.35	0.06	0.15	1.00
SALARY					
FACTOR: 1.12	1.16	1.19	1.28	1.11	1.08

ALL MAJOR FIELDS

AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00

DISCIPLINE: COMPUTER & INFORMATION SCIENCE MAJOR FIELD: COMPUTER & INFORMATION SCIENCES					
PUBLIC, 1991-92:					
AVERAGE					
SALARY: 57326 395 134	48000 447 140	41933 548 155	43919 49 37	28861 150 69	46369 1540 175
FAC MIX					
PCT: 0.26	0.29	0.36	0.03	0.10	1.00
SALARY					
FACTOR: 1.12	1.17	1.22	1.30	1.10	1.12

ALL MAJOR FIELDS

AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00

DISCIPLINE: COMPUTER & INFORMATION SCIENCE MAJOR FIELD: COMPUTER & INFORMATION SCIENCES					
PRIVATE, 1988-89:					
AVERAGE					
SALARY: 50453 136 67	38514 238 110	31716 341 147	33312 39 29	25067 98 55	36039 813 200
FAC MIX					
PCT: 0.17	0.29	0.42	0.05	0.12	1.00
SALARY					
FACTOR: 1.12	1.11	1.10	1.20	1.11	1.02

ALL MAJOR FIELDS

AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00

DISCIPLINE: COMPUTER & INFORMATION SCIENCE MAJOR FIELD: COMPUTER & INFORMATION SCIENCES					
PRIVATE, 1991-92:					
AVERAGE					
SALARY: 59152 165 70	44654 265 123	38505 294 145	37676 27 24	31763 70 49	44253 794 197
FAC MIX					
PCT: 0.21	0.33	0.37	0.03	0.09	1.00
SALARY					
FACTOR: 1.10	1.09	1.13	1.16	1.17	1.05

ALL MAJOR FIELDS

AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of computer and information sciences was reported in 162 of the 207 public institutions. The average salary of the 1,420 faculty was \$38,943. This average salary was approximately 7.8 percent higher than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of computer and information sciences was reported in 175 of the same 207 public institutions. The average salary of the 1,540 faculty was \$46,369. This average salary was approximately 12.3 percent higher than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in computer and information sciences after three years in the public institutions studied was 19.1 percent (\$46,369 minus \$38,943 equals \$7,426). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative increase in computer and information sciences average faculty salaries over the three-year period of 1.9 percent or an average of .63 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of computer and information sciences (19.1%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 4.8 percentage points in their salaries (19.1% minus 14.3% equals 4.8%) less than faculty in the discipline/major field of computer and information sciences.

The reader may note that the faculty mix percentage in computer and information sciences is lower at the professor rank than at the assistant professor

rank in the 1988-89 study: 22 percent vs. 35 percent, and in the 1991-92 study it is 26 percent vs. 36 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in computer and information sciences in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 5.8 percent (83/1,420) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92 it was lower, 3.2 percent (49/1,540) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of computer and information sciences was reported in 200 of the 298 private institutions. The average salary of the 813 faculty was \$36,039. This average salary was 1.7 percent higher than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of computer and information sciences was reported in 197 of the same 298 private institutions. The average salary of the 794 faculty was \$44,253. This average was 4.8 percent higher than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in computer and information sciences after three years in the private institutions studied was 22.8 percent (\$44,253 minus \$36,039 equals \$8,214). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more

realistic increase, therefore, in the average of faculty in computer and information sciences salaries over the three-year time period, is 5.6 percent of 1.9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of computer and information sciences (22.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.6 percent (22.8% minus 19.2% equals 3.6%) less than faculty in computer and information sciences.

The reader may note that the faculty mix percentage in computer and information sciences is lower at the professor rank in the 1988-89 study compared to the assistant professor rank: 17 percent vs. 42 percent, respectively, and in the 1991-92 study it is 21 percent vs. 37 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in computer and information sciences was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 4.8 percent (39/813) vs. 4.6 percent (1,274/29,774), respectively, and lower in the 1991-92 private study: 3.4 percent (27/794) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of computer and information sciences and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the

"baseline year:" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,567 (2.7%) faculty in the discipline/major field of computer and information sciences participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First the average faculty salary factors for all ranks in the discipline/major field of computer and information sciences of 1988-89 in the public and private studies were some 8 and 2 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of computer and information sciences in 1991-92 in the public and private studies were some 12 percent and 5 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in computer and information sciences in the public institutions received an overall relative salary increase at the end of three years of 1.9 percent above the cost-of-living. In the private institutions there was an overall relative salary increase of 5.6 percent above the cost-of-living.

Third, in the discipline/major field of computer and information sciences the assistant professor rank percentages exceeds those in the professor rank in both the 1988-89 and 1991-92 public studies, and greatly exceed those in the

professor rank in both the 1988-89 and 1991-92 private studies. These data show that computer and information sciences is a relatively new discipline. It is anticipated, therefore, that the percentages in the professor rank will steadily increase over the next few years.

Finally, the hiring rate of new assistant professors in computer and information sciences in the 1988-89 public study was higher but in the 1991-92 public study it was lower, and the same was true for the 1988-89 and 1991-92 private studies--i.e., higher in 1988-89 and lower in 1991-92. This may mean that hiring for faculty in computer and information sciences is slowing down after many years of rapid growth.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in computer and information sciences, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MO)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarinate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles
LeTourneau University (TX)	and Science (PA)
Limestone College (SC)	Pikeville College (KY)
Lindsey Wilson College (KY)	Point Park College (PA)
Linfield College (OR)	Presbyterian College (SC)
Long Island University (NY)	Providence College (RI)
Loras College (IA)	Quincy College (IL)
Louisiana College (LA)	Reed College (OR)
Loyola College (MD)	Regis College (MA)
Loyola Marymount University (CA)	Rhodes College (TN)
Lubbock Christian University (TX)	Rivier College (NH)
Luther College (IA)	Roanoke College (VA)
Lycoming College (PA)	Rochester Institute of Technology (NY)
Lynchburg College (VA)	Rockford College (IL)
Madonna University (MI)	Rockhurst College (MO)
Malone College (OH)	Rocky Mountain College (MT)
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)
 Roosevelt University (IL)
 Rosary College (IL)
 Saint Francis College (PA)
 Saint Joseph College (CT)
 Saint Joseph's College (IN)
 Saint Joseph's College (ME)
 Saint Leo Colleg (FL)
 Saint Martin's College (WA)
 Saint Mary College (KS)
 Saint Mary's College of California (CA)
 Saint Meinrad College (IN)
 Saint Meinrad School of Theology (IN)
 Saint Vincent College (PA)
 Salem College (NC)
 Salem Teikyo University (WV)
 Salve Regina University (RI)
 Samford University (AL)
 Santa Clara University (CA)
 Schreiner College (TX)
 Scripps College (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Siena Heights College (MI)
 Simpson College (IA)
 Skidmore College (NY)
 Southern California College (CA)
 Southern College of Seventh-Day Adventists (TN)
 Southwestern Assemblies of God College (TX)
 Spring Arbor College (MI)
 Spring Hill College (AL)
 St. Bonaventure University (NY)
 St. Edward's University (TX)
 St. Francis College (NY)
 St. Mary's University (TX)
 St. Norbert College (WI)
 St. Olaf College (MN)
 Stanford University (CA)
 Suffolk University (MA)
 Susquehanna University (PA)
 Tabor College (KS)
 Taylor University (IN)
 Texas Christian University (TX)
 Tri-State University (IN)
 Trinity College (VT)
 University of Bridgeport (CT)
 University of Dallas (TX)
 University of Dayton (OH)
 University of Denver (CO)
 University of Evansville (IN)
 University of Findlay (OH)
 University of La Verne (CA)

University of Miami (FL)
 University of New England (ME)
 University of New Haven (CT)
 University of Portland (OR)
 University of Rio Grande (OH)
 University of San Diego (CA)
 University of San Francisco (CA)
 University of St. Thomas (TX)
 University of Tampa (FL)
 Upper Iowa University (IA)
 Ursuline College (OH)
 Valparaiso University (IN)
 Virginia Intermont College (VA)
 Viterbo College (WI)
 Wartburg College (IA)
 Washington and Jefferson College (PA)
 Washington Bible College (MD)
 Washington College (MD)
 Waynesburg College (PA)
 West Virginia Wesleyan College (WV)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Westminster College (MD)
 Westminster College of Salt Lake City (UT)
 Wheeling Jesuit College (WV)
 Whitman College (WA)
 Whitworth College (WA)
 Wilkes University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 Wilmington College (DE)
 Wingate College (NC)
 Xavier University (OH)
 York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN DRAMATIC ARTS

FOR THE YEARS

1988-89 AND 1991-92

By

Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including dramatic arts. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of dramatic arts in the CIP is as follows:

A group of instructional programs that describe the study of drama and the theater and the professional production and performance of dramatic works.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 164--50.05).]

This article presents a summary of the overall average salary increases in the discipline/major field of dramatic arts from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 insti-

tutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of dramatic arts faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .33 for associate professors of dramatic arts in the 1988-89 public study means that 33 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .93 for associate professors in the discipline/major field of dramatic arts in the 1988-89 public study means that their average salary is 7 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of dramatic arts with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: DRAMATIC ARTS					
PUBLIC, 1988-89:					
AVERAGE					
SALARY: 43102 188 82	33359 221 89	26632 228 92	25684 52 36	21642 31 27	33261 668 115
FAC MIX					
PCT: 0.28	0.33	0.34	0.08	0.05	1.00
SALARY					
FACTOR: 0.97	0.93	0.89	0.88	0.93	0.92

ALL MAJOR FIELDS

AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00

DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: DRAMATIC ARTS					
PUBLIC, 1991-92:					
AVERAGE					
SALARY: 49839 192 78	37029 209 87	30664 238 87	28957 43 32	25622 40 25	37748 679 114
FAC MIX					
PCT: 0.28	0.31	0.35	0.06	0.06	1.00
SALARY					
FACTOR: 0.98	0.90	0.89	0.86	0.98	0.91

ALL MAJOR FIELDS

AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00

DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: DRAMATIC ARTS					
PRIVATE, 1988-89:					
AVERAGE					
SALARY: 38781 102 63	31417 136 73	25957 169 100	24544 22 19	22848 43 32	30217 450 144
FAC MIX					
PCT: 0.23	0.30	0.38	0.05	0.10	1.00
SALARY					
FACTOR: 0.86	0.91	0.90	0.88	1.01	0.85

ALL MAJOR FIELDS

AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00

DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: DRAMATIC ARTS					
PRIVATE, 1991-92:					
AVERAGE					
SALARY: 47071 101 63	37401 140 82	30117 162 102	29448 38 32	28732 30 20	36330 433 140
FAC MIX					
PCT: 0.23	0.32	0.37	0.09	0.07	1.00
SALARY					
FACTOR: 0.88	0.91	0.88	0.91	1.06	0.86

ALL MAJOR FIELDS

AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of dramatic arts was reported in 115 of the 207 public institutions. The average salary of the 668 faculty was \$33,261. This average salary was approximately 8.6 percent lower than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of dramatic arts was reported in 114 of the same 207 public institutions. The average salary of the 679 faculty was \$37,748. This average salary was approximately 9.4 percent lower than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in dramatic arts after three years in the public institutions studied was 13.5 percent (\$37,748 minus \$33,261 equals \$4,487). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in dramatic arts average faculty salaries over the three-year period of 3.7 percent or an average of 1.2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of dramatic arts (13.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of .8 percentage points in their salaries (14.3% minus 13.5% equals .8%) more than faculty in the discipline/major field of dramatic arts.

The reader may note that the faculty mix percentage in dramatic arts is lower at the professor rank than at the assistant professor in the 1988-89 study: 28 percent vs. 34 percent, and in the 1991-92 study it is 28 percent vs.

35 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in dramatic arts in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 7.8 percent (52/668) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was also higher, 6.3 percent (43/679) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the private 1988-89 salary study in the above table, the reader may note that the discipline/major field of dramatic arts was reported in 144 of the 298 private institutions. The average salary of the 450 faculty was \$40,217. This average salary was 17.3 percent lower than the average salary of \$35,437 for all 20,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/major field of dramatic arts was reported in 140 of the same 298 private institutions. The average salary of the 433 faculty was \$36,330. This average was 16.3 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in dramatic arts after three years in the private institutions studied was 20.2 percent (\$36,330 minus \$30,217 equals \$6,113). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 3.0 percent or 1.0 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after

three years in the private institutions' studies was 19.2 percent (\$42,240 minus 435,437 equals \$6,803). In comparison to the discipline/major field of dramatic arts (20.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.0 percent (20.2% minus 19.2% equals 1.0%) less than faculty in dramatic arts.

The reader may note that the faculty mix percentage in dramatic arts is lower at the professor rank in the 1988-89 study: 23 percent vs. 38 percent, respectively, and in the 1991-92 study it is 23 percent vs. 37 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in dramatic arts was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 4.9 percent (22/450) vs. 4.6 percent (1,374/29,774), respectively, and also higher in the 1991-92 private study: 8.8 percent (38/-433) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of dramatic arts and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,230 (1.3%) faculty in the discipline/major field of dramatic arts participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public

institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of dramatic arts in the 1988-89 public and private studies were some 8 and 15 percent below those in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of dramatic arts in the 1991-92 public and private studies were some 9 and 14 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in dramatic arts in the public institutions received an overall relative salary increase at the end of three years of 3.7 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 3 percent above the cost-of-living.

Third, in the discipline/major field of dramatic arts the assistant professor rank FAC MIX PCTs are higher than those in the professor rank in both the 1988-89 and 1991-92 public and private studies. These data show that the discipline/major field of dramatic arts in both the public and private studies is still an emerging discipline. These data also indicate since there are lower percentages of faculty at the full professor rank, this impacts negatively on the overall salary factor.

Finally, the hiring rate of new assistant professors in dramatic arts in the 1988-89 and 1991-92 public and private studies was higher than in ALL MAJOR FIELDS. It appears that dramatic arts as a discipline/major field continues to grow rather steadily in both in the public and private studies. (The fact that fewer of the same institutions reported having the discipline/major field might

mean that they incorporated the data into a larger academic division.) The most important datum is that the institutions are hiring more faculty in the discipline/major field than in ALL MAJOR FIELDS.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in dramatic arts, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MO)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles and Science (PA)
LeTourneau University (TX)	Pikeville College (KY)
Limestone College (SC)	Point Park College (PA)
Lindsey Wilson College (KY)	Presbyterian College (SC)
Linfield College (OR)	Providence College (RI)
Long Island University (NY)	Quincy College (IL)
Loras College (IA)	Reed College (OR)
Louisiana College (LA)	Regis College (MA)
Loyola College (MD)	Rhodes College (TN)
Loyola Marymount University (CA)	Rivier College (NH)
Lubbock Christian University (TX)	Roanoke College (VA)
Luther College (IA)	Rochester Institute of Technology (NY)
Lycoming College (PA)	Rockford College (IL)
Lynchburg College (VA)	Rockhurst College (MO)
Madonna University (MI)	Rocky Mountain College (MT)
Malone College (OH)	
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN DRAWING
FOR THE YEARS
1988-89 AND 1991-92

By
Richard D. Howe
and
George F. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including drawing. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of drawing in the CIP is as follows:

A group of instructional programs that prepare individuals as professional studio artists and arts managers, and that describe the study of art.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 165--50.07).]

This article presents a summary of the overall average salary increases in the discipline/major field of drawing from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also parti-

cipated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of drawing faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .34 for associate professors of drawing in the 1988-89 public study means that 34

percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .92 for associate professors in the discipline/major field of drawing in the 1988-89 public study means that their average salary is 8 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of drawing with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: DRAWING					
PUBLIC, 1988-89:					
AVERAGE					
SALARY: 41414 539 117	33114 481 124	27849 330 114	25946 62 47	23147 45 32	34754 1395 140
FAC MIX					
PCT: 0.39	0.34	0.24	0.04	0.03	1.00
SALARY					
FACTOR: 0.93	0.92	0.93	0.88	0.99	0.96
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00
DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: DRAWING					
PUBLIC, 1991-92:					
AVERAGE					
SALARY: 47307 552 119	38002 426 123	30985 410 125	28849 60 45	25457 53 35	39108 1441 143
FAC MIX					
PCT: 0.38	0.30	0.28	0.04	0.04	1.00
SALARY					
FACTOR: 0.93	0.92	0.90	0.85	0.97	0.95
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00
DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: DRAWING					
PRIVATE, 1988-89:					
AVERAGE					
SALARY: 39375 190 105	30891 215 125	25695 182 108	23509 19 17	22735 33 27	31531 620 188
FAC MIX					
PCT: 0.31	0.35	0.29	0.03	0.05	1.00
SALARY					
FACTOR: 0.87	0.89	0.89	0.85	1.01	0.89
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00
DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: DRAWING					
PRIVATE, 1991-92:					
AVERAGE					
SALARY: 46320 214 110	36648 195 117	30250 200 112	27463 17 15	25523 31 24	37344 640 188
FAC MIX					
PCT: 0.33	0.30	0.31	0.03	0.05	1.00
SALARY					
FACTOR: 0.86	0.89	0.89	0.85	0.94	0.88
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of drawing was reported in 140 of the 207 public institutions. The average salary of the 1,395 faculty was \$34,754. This average salary was approximately 4.0 percent lower than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of drawing was reported in 143 of the same 207 public institutions. The average salary of the 1,441 faculty was \$39,108. This average salary was approximately 5.6 percent lower than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in drawing after three years in the public institutions studied was 12.5 percent (\$39,108 minus \$34,754 equals \$4,354). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in drawing average faculty salaries over the three-year period by 4.7 percent or an average of 1.6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of drawing (12.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 1.8 percentage points in their salaries (14.3% minus 12.5% equals 1.8%) more than faculty in the discipline/major field of drawing.

The reader may note that the faculty mix percentage in drawing is higher at the professor rank than at the assistant professor in the 1988-89 study: 39 percent vs. 24 percent, and in the 1991-92 study it is 38 percent vs. 28 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34

percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in drawing in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 4.4 percent (62/1,395) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was lower, 4.2 percent (60/1,441) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of drawing was reported in 188 of the 298 private institutions. The average salary of the 620 faculty was \$31,531. This average salary was 12.4 percent lower than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of drawing was reported in 188 of the same 298 private institutions. The average salary of the 640 faculty was \$37,344. This average was 13.1 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in drawing after three years in the private institutions studied was 18.4 percent (\$37,344 minus \$31,531 equals \$5,813). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.2 percent or .4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of drawing (18.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by

.8 percent (19.2% minus 18.4% equals .8%) more than faculty in drawing.

The reader may note that the faculty mix percentage in drawing is higher at the professor rank in the 1988-89 study: 31 percent vs. 29 percent, respectively, and in the 1991-92 study it is 33 percent vs. 31 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in drawing was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 3.1 percent (19/620) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 2.7 percent (17/640) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of drawing and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,096 (2.4%) faculty in the discipline/major field of drawing participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of drawing in the 1988-

89 public and private studies were some 4 and 11 percent below those in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of drawing in the 1991-92 public and private studies were some 11 and 12 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in drawing in the public institutions received an overall relative salary increase at the end of three years of 4.7 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 1.2 percent above the cost-of-living.

Third, in the discipline/major field of drawing the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1988-89 and 1991-92 public and private studies. These data show that the discipline/-major field of drawing in both the public and private studies was lower than in ALL MAJOR FIELDS. It appears that drawing as a discipline/major field continues to grow rather slowly both in the public and private studies.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in drawing, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 9
- B) LIST OF PUBLIC Participating Institutions, page 10
- C) LIST OF PRIVATE Participating Institutions, page 12

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MD)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles
LeTourneau University (TX)	and Science (PA)
Limestone College (SC)	Pikeville College (KY)
Lindsey Wilson College (KY)	Point Park College (PA)
Linfield College (OR)	Presbyterian College (SC)
Long Island University (NY)	Providence College (RI)
Loras College (IA)	Quincy College (IL)
Louisiana College (LA)	Reed College (OR)
Loyola College (MD)	Regis College (MA)
Loyola Marymount University (CA)	Rhodes College (TN)
Lubbock Christian University (TX)	Rivier College (NH)
Luther College (IA)	Roanoke College (VA)
Lycoming College (PA)	Rochester Institute of Technology (NY)
Lynchburg College (VA)	Rockford College (IL)
Madonna University (MI)	Rockhurst College (MO)
Malone College (OH)	Rocky Mountain College (MT)
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN EDUCATION

FOR THE YEARS

1988-89 AND 1991-92

By
Richard D. Howe
and
Ben Lawless

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including education. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of education in the CIP is as follows:

A summary of groups of instructional programs that describe the theory and practice of learning and teaching and related research, administrative and support services.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 74--13).]

This article presents a summary of the overall average salary increases in the discipline/major field of education from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 insti-

tutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of education faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increase is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31

for associate professors of education in the 1988-89 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of education in the 1988-89 public study means that their average salary is 1 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of education with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: EDUCATION MAJOR FIELD: EDUCATION					
PUBLIC, 1988-89:					
AVERAGE					
SALARY: 43378 872 108	35529 726 106	28651 590 107	27760 106 50	21810 159 50	35787 2347 117
FAC MIX					
PCT: 0.37	0.31	0.25	0.05	0.07	1.00
SALARY					
FACTOR: 0.98	0.99	0.95	0.95	0.93	0.99
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00
DISCIPLINE: EDUCATION MAJOR FIELD: EDUCATION					
PUBLIC, 1991-92:					
AVERAGE					
SALARY: 49218 844 107	40010 736 112	32987 717 111	32901 121 53	24333 116 39	40390 2413 119
FAC MIX					
PCT: 0.35	0.31	0.30	0.05	0.05	1.00
SALARY					
FACTOR: 0.97	0.97	0.96	0.97	0.93	0.98
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00

DISCIPLINE: EDUCATION MAJOR FIELD: EDUCATION					
PRIVATE, 1988-89:					
AVERAGE					
SALARY: 42252 357 121	33234 326 125	26546 307 125	25409 63 45	18430 65 36	33427 1055 178
FAC MIX					
PCT: 0.34	0.31	0.29	0.06	0.06	1.00
SALARY					
FACTOR: 0.94	0.96	0.92	0.92	0.82	0.94
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00
DISCIPLINE: EDUCATION MAJOR FIELD: EDUCATION					
PRIVATE, 1991-92:					
AVERAGE					
SALARY: 49556 354 126	38011 341 143	31972 406 147	31942 72 50	24770 63 47	38699 1164 186
FAC MIX					
PCT: 0.30	0.29	0.35	0.06	0.05	1.00
SALARY					
FACTOR: 0.92	0.93	0.94	0.98	0.91	0.92
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of education was reported in 117 of the 207 public institutions. The average salary of the 2,347 faculty was \$35,787. This average salary was approximately 1.0 percent below the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of education was reported in 119 of the same 207 public institutions. The average salary of the 2,413 faculty was \$40,390. This average salary was approximately 2.0 percent lower than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in education after three years in the public institutions studied was 12.9 percent (\$40,390 minus \$35,787 equals \$4,603). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in education average faculty salaries over the three-year period of 4.3 percent or an average of 1.4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the faculty in ALL MAJOR FIELDS (14.3%), therefore, the education faculty received a relative increase of 1.4 percentage points in their salaries (14.3% minus 12.9% equals 1.4%) less than faculty in ALL MAJOR FIELDS.

The reader may note that the faculty mix percentage in education is higher at the professor rank than at the assistant professor both in the 1988-89 and 1991-92 studies: 37 percent vs. 25 percent, and 35 percent vs. 30 percent,

respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies is as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in education in the 1988-89 public study was slightly more than in All MAJOR FIELDS: 5.1 percent (106/2347) vs. 4.8 percent (2,497/51,650); and, in 1991-92, it also was slightly more; 5.0 percent (121/2413) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of education was reported in 178 of the 298 private institutions. The average salary of the 1,055 faculty was \$33,427. This average salary was 6.0 percent lower than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of education was reported in 186 of the same 298 private institutions. The average salary of the 1,164 faculty was \$38,699. This average salary was 9.2 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in education after three years in the private institutions studied was 15.8 percent (\$38,699 minus \$33,427 equal \$5,272). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salary for education faculty over the three-year time period, is 1.4 percent or 0.5 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studies was 19.2 percent (\$42,240 minus

\$35,437 equals \$6,803). In comparison to the discipline/major field of education (15.8%), therefore, the faculty salaries in ALL MAJOR FIELDS increased by 3.4 percent (19.2% minus 15.8% equals 3.4%) more than faculty in education.

Finally, the reader may note that the hiring rate of new assistant professors in education was higher than the hiring rate in ALL MAJOR FIELDS both in the 1988-89 private study: 6.0 percent (63/1,055) vs. 4.6 percent (1,374/-29,774), respectively, and in the 1991-92 private study: 6.2 percent (72/-1,164) vs. 4.3 percent (1,379/31,783), respectively. In other words the hiring rate of new assistant professors in education is consistently greater than that for ALL MAJOR FIELDS in both study years.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of education and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,979 (4.2%) faculty in the discipline/major field of education participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of education in the 1988-89 public and private studies were some 1 and 6 percent below those in ALL

MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of education in the 1991-92 public private studies were some 2 and 8 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in education in the public institutions received overall, "real" salary increases at the end of three years of 4.3 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 1.4 percent below the cost-of-living.

Third, in the discipline/major field of education the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1988-89 and 1991-92 public studies. In the 1988-89 private study, the FAC MIX PCT was also higher at the rank of professor, but in the 1991-92 study it was lower than the assistant professor rank. These data suggest that the faculty in the discipline/major field of education in both the public and private studies continues to be rather well balanced among the ranks. These data also indicate that since there are average percentages of faculty at the full professor rank, there is not the salary compression found in some other disciplines.

Finally, the hiring rate of new assistant professors in education in the 1988-89 public study was slightly less than in ALL MAJOR FIELDS, but in 1991-92 it was slightly higher. In the 1988-89 and 1991-92 private studies, the hiring rate was more than in ALL MAJOR FIELDS. It appears that education as a discipline/major field continues to grow rather steadily in both the public and private institutions with the private institutions' education faculty increasing more rapidly. (The reader may note that the same institutions participated both in 1988-89 and 1991-92 and eight private institutions added the discipline/major field of education during this time period.)

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in education, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, Page 9
- B) LIST OF PUBLIC Participating Institutions, Page 10
- C) LIST OF PRIVATE Participating Institutions, Page 12

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Benidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MO)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rosa (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordiae (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
La Moyné College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles and Science (PA)
LeTourneau University (TX)	Pikeville College (KY)
Limestone College (SC)	Point Park College (PA)
Lindsey Wilson College (KY)	Presbyterian College (SC)
Linfield College (OR)	Providence College (RI)
Long Island University (NY)	Quincy College (IL)
Loras College (IA)	Reed College (OR)
Louisiana College (LA)	Regis College (MA)
Loyola College (MD)	Rhodes College (TN)
Loyola Marymount University (CA)	Rivier College (NH)
Lubbock Christian University (TX)	Roanoke College (VA)
Luther College (IA)	Rochester Institute of Technology (NY)
Lycoming College (PA)	Rockford College (IL)
Lynchburg College (VA)	Rockhurst College (MO)
Madonna University (MI)	Rocky Mountain College (MT)
Malone College (OH)	
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)
 Roosevelt University (IL)
 Rosary College (IL)
 Saint Francis College (PA)
 Saint Joseph College (CT)
 Saint Joseph's College (IN)
 Saint Joseph's College (ME)
 Saint Leo College (FL)
 Saint Martin's College (WA)
 Saint Mary College (KS)
 Saint Mary's College of California (CA)
 Saint Meinrad College (IN)
 Saint Meinrad School of Theology (IN)
 Saint Vincent College (PA)
 Salem College (NC)
 Salem Teikyo University (WV)
 Salve Regina University (RI)
 Samford University (AL)
 Santa Clara University (CA)
 Schreiner College (TX)
 Scripps College (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Siena Heights College (MI)
 Simpson College (IA)
 Skidmore College (NY)
 Southern California College (CA)
 Southern College of Seventh-Day Adventists (TN)
 Southwestern Assemblies of God College (TX)
 Spring Arbor College (MI)
 Spring Hill College (AL)
 St. Bonaventure University (NY)
 St. Edward's University (TX)
 St. Francis College (NY)
 St. Mary's University (TX)
 St. Norbert College (WI)
 St. Olaf College (MN)
 Stanford University (CA)
 Suffolk University (MA)
 Susquehanna University (PA)
 Tabor College (KS)
 Taylor University (IN)
 Texas Christian University (TX)
 Tri-State University (IN)
 Trinity College (VT)
 University of Bridgeport (CT)
 University of Dallas (TX)
 University of Dayton (OH)
 University of Denver (CO)
 University of Evansville (IN)
 University of Findlay (OH)
 University of La Verne (CA)

University of Miami (FL)
 University of New England (ME)
 University of New Haven (CT)
 University of Portland (OR)
 University of Rio Grande (OH)
 University of San Diego (CA)
 University of San Francisco (CA)
 University of St. Thomas (TX)
 University of Tampa (FL)
 Upper Iowa University (IA)
 Ursuline College (OH)
 Valparaiso University (IN)
 Virginia Intermont College (VA)
 Viterbo College (WI)
 Wartburg College (IA)
 Washington and Jefferson College (PA)
 Washington Bible College (MD)
 Washington College (MD)
 Waynesburg College (PA)
 West Virginia Wesleyan College (WV)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Westminster College (MD)
 Westminster College of Salt Lake City (UT)
 Wheeling Jesuit College (WV)
 Whitman College (WA)
 Whitworth College (WA)
 Wilkes University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 Wilmington College (DE)
 Wingate College (NC)
 Xavier University (OH)
 York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN ENGINEERING

FOR THE YEARS

1988-89 AND 1991-92

By
Richard D. Howe
and
Ming Land

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including engineering. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of engineering in the CIP is as follows:

A summary of groups of instructional programs that prepares individuals to apply mathematical and scientific principles to the solution of practical problems for the benefit of society.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 85--14).]

This article presents a summary of the overall average salary increases in the discipline/major field of engineering from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207

institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of engineering faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary for full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NIM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT of .34 for

associate professors of engineering in the 1988-89 public study means that 34 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of 1.20 for associate professors in the discipline/major field of engineering in the 1988-89 public study means that their average salary is 20 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of engineering with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF				ASSO PROF				ASST PROF				NEW ASST PROF				INSTRUCTOR				ALL RANKS			
SALARY NUM N/IN				SALARY NUM N/IN				SALARY NUM N/IN				SALARY NUM N/IN				SALARY NUM N/IN				SALARY NUM N/IN			
<u>PUBLIC, 1988-89:</u>																DISCIPLINE: ENGINEERING MAJOR FIELD: ENGINEERING							
AVERAGE																							
SALARY: 53105 561 48				43440 555 53				36614 459 55				36374 83 37				26357 37 21				44467 1612 58			
FAC MIX																							
PCT: 0.35				0.34				0.28				0.05				0.02				1.00			
SALARY																							
FACTOR: 1.20				1.20				1.22				1.24				1.13				1.23			
ALL MAJOR FIELDS																							
AVERAGE																							
SALARY: 4380 17529				36058 15079				30079 14807				29332 2497				23391 4235				36129 51650 207			
FAC MIX																							
PCT: 0.34				0.29				0.29				0.05				0.08				1.00			
<u>PUBLIC, 1991-92:</u>																DISCIPLINE: ENGINEERING MAJOR FIELD: ENGINEERING							
AVERAGE																							
SALARY: 58903 566 50				48355 525 53				42247 432 57				42544 67 26				34087 43 19				50090 1566 61			
FAC MIX																							
PCT: 0.36				0.34				0.28				0.04				0.03				1.00			
SALARY																							
FACTOR: 1.16				1.17				1.23				1.26				1.30				1.21			
ALL MAJOR FIELDS																							
AVERAGE																							
SALARY: 50997 18617				41181 15436				34390 16606				33852 2410				26194 4261				41292 54920 207			
FAC MIX																							
PCT: 0.34				0.28				0.30				0.04				0.08				1.00			

<u>PRIVATE, 1988-89:</u>																DISCIPLINE: ENGINEERING MAJOR FIELD: ENGINEERING							
AVERAGE																							
SALARY: 63174 707 41				45511 461 42				39279 368 44				37264 39 20				29945 27 13				51764 1563 49			
FAC MIX																							
PCT: 0.45				0.29				0.24				0.02				0.02				1.00			
SALARY																							
FACTOR: 1.40				1.31				1.37				1.34				1.33				1.46			
ALL MAJOR FIELDS																							
AVERAGE																							
SALARY: 45106 9628				34640 9142				28725 9074				27748 1374				22532 1930				35437 29774 298			
FAC MIX																							
PCT: 0.32				0.31				0.30				0.05				0.06				1.00			
<u>PRIVATE, 1991-92:</u>																DISCIPLINE: ENGINEERING MAJOR FIELD: ENGINEERING							
AVERAGE																							
SALARY: 73017 686 43				53107 436 42				46113 349 44				43565 41 21				28826 15 9				60410 1486 48			
FAC MIX																							
PCT: 0.46				0.29				0.23				0.03				0.01				1.00			
SALARY																							
FACTOR: 1.30				1.30				1.35				1.34				1.06				1.43			
ALL MAJOR FIELDS																							
AVERAGE																							
SALARY: 53614 10540				40984 9462				34071 10070				32464 1379				27206 1711				42240 31783 298			
FAC MIX																							
PCT: 0.33				0.30				0.32				0.04				0.05				1.00			

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of engineering was reported in 58 of the 207 public institutions. The average salary of the 1,612 faculty was \$44,467. This average salary was approximately 23.1 percent higher than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of engineering was reported in 61 of the same 207 public institutions. The average salary of the 1,566 faculty was \$50,090. This average salary was approximately 21.3 percent higher than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in engineering after three years in the public institutions studied was 12.6 percent (\$50,090 minus \$44,467 equals \$5,623). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative increase in engineering average faculty salaries over the three-year period of 4.6 percent or an average of 1.5 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of engineering (12.6%), therefore, the faculty in ALL MAJOR FIELDS received a relative decrease of 1.7 percentage points in their salaries (14.3% minus 12.6% equals 1.7%) more than faculty in the discipline/major field of engineering.

The reader may note that the faculty mix percentage in engineering is higher at the professor rank than at the assistant professor rank in the 1988-89 study: 35 percent vs. 28 percent, and in the 1991-92 study it is 36

percent vs. 28 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in engineering in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 5.1 percent (83/1,612) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was lower, 4.3 percent (67/1,566) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of engineering was reported in 49 of the 298 private institutions. The average salary of the 1,563 faculty was \$51,764. This average was 46.1 percent higher than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of engineering was reported in 48 of the same 298 private institutions. The average salary of the 1,486 faculty was \$60,410. This average was 43 percent higher than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in engineering after three years in the private institutions studied was 16.7 percent (\$60,410 minus \$51,764 equals \$8,646). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in the average faculty salaries over the three-year period of .5 percent or an average of .17 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after

three years in the private institutions' studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of engineering (16.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.5 percent (19.2% minus 16.7% equals 2.5%) more than faculty in engineering.

The reader may note that the faculty mix percentage in engineering is higher at the professor rank in the 1988-89 study compared to the assistant professor rank: 45 percent vs. 24 percent, respectively, and in the 1991-92 study it is 46 percent vs. 23 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in engineering was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 2.5 percent (39/1,563) vs. 4.6 percent (1,374/29,774), respectively, and lower in 1991-92 private study: 2.8 percent (41/1,486) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of engineering and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,227 (3.7%) faculty in the discipline/major field of engineering participated and were included in the 43 disciplines/major fields in each of the four studies and in

the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of engineering in 1988-89 in the public and private studies were some 23 and 46 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of engineering in 1991-92 in the public and private studies were some 21 percent and 43 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in engineering in the public institutions received an overall relative salary decrease at the end of three years of 4.6 percent below the cost-of-living. In the private institutions there was an overall relative salary decrease of .5 percent below the cost-of-living.

Third, in the discipline/major field of engineering the professor rank percentages exceeds those in the assistant professor rank in both the 1988-89 and 1991-92 public studies, and greatly exceed those in the assistant professor rank in both the 1988-89 and 1991-92 private studies. These data show that engineering is an "established" discipline and will probably become even more "top heavy" with professors in the next few years.

Finally, the hiring rate of new assistant professors in engineering in the 1988-89 public study was higher but in the 1991-92 public study it was lower. In both the 1988-89 and 1991-92 private studies the hiring rate was lower than in comparison to ALL MAJOR FIELDS. This may mean that engineering is continuing a measured growth in relation to many of the other discipline/major fields in which a new discipline has been developed, it is anticipated that additional salary-trend

colleges and universities, however, as noted above, if the hiring rate does not increase soon, the professor rank will increase even more.

Now that a rather significant data base of faculty salaries by rank and disciplines will be effected in engineering, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Ming Land is professor of technology and dean of the college of fine and applied arts at Appalachian State University, Boone, North Carolina.

APPENDICES

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL
GEOLOGY	SERVICES
HISTORY	VISUAL AND PERFORMING ARTS
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MO)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles
LeTourneau University (TX)	and Science (PA)
Limestone College (SC)	Pikeville College (KY)
Lindsey Wilson College (KY)	Point Park College (PA)
Linfield College (OR)	Presbyterian College (SC)
Long Island University (NY)	Providence College (RI)
Loras College (IA)	Quincy College (IL)
Louisiana College (LA)	Reed College (OR)
Loyola College (MD)	Regis College (MA)
Loyola Marymount University (CA)	Rhodes College (TN)
Lubbock Christian University (TX)	Rivier College (NH)
Luther College (IA)	Roanoke College (VA)
Lycoming College (PA)	Rochester Institute of Technology (NY)
Lynchburg College (VA)	Rockford College (IL)
Madonna University (MI)	Rockhurst College (MO)
Malone College (OH)	Rocky Mountain College (MT)
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298